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2004 Annual Report

Resourcing Congregations, Associations, Institutions and Agencies

Baptist State Convention of North Carolina



2004 Report



BAPTIST STATE CONVENTION
OF NORTH CAROLINA
Mobilizing Baptists for Ministry

Resourcing Congregations, Associations, Institutions, and Agencies

Baptist State Convention of North Carolina

Baptist State Convention of North Carolina • 205 Convention Drive • Cary, NC 27511
(919) 467-5100 • (800) 395-5102 (NC only) • www.northcarolinabaptists.org

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are made possible by your gifts through Cooperative Program Missions Giving
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ANNUAL REPORT

The 174th Annual Session of the Baptist State Convention of North Carolina

*Lawrence Joel Memorial Coliseum
Winston-Salem, North Carolina
November 15-17, 2004*

Future Convention

November 14-16, 2005 - Winston-Salem

The compact disc* (CD) attached on the opposite page contains:

- The Church Statistical Reports (by associations)
- Staff Directories (church, associational, and institutional staff)

For more information, contact the Resource Center at (800) 395-5102,
Ext 160 or e-mail rstrickland@bscnc.org

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OF NORTH CAROLINA

Mobilizing Baptists for Ministry

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Toll Free: (800) 395-5102 • Raleigh Area: (919) 467-5100

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CONTENTS

C286
B22s
2004
Annual

2004 Annual Report

Dedications & Memorials	5
Convention Officers, Trustees & Administration	13
Agency of the Board of Directors	16
BSCNC Board of Directors	16
Executive Committee	17
Board of Directors Committees	18
Convention Committees	20
Convention Institutions & Agencies	21
N.C. Baptist Colleges & Universities Statistical Report	30
Convention Auxiliaries & Organizations	31
Southern Baptist Convention Officers & Representatives	32
Baptist World Alliance	32
Constitution & Bylaws	33
Proceedings	65
Articles of Incorporation	86
Statistical Summary	121
Audits	123
Map of Associations & Regions	140

2004 Report

Board of Directors Report to the Convention	142
Recommendations for 2005 Budget	145
Administration	147
Associational Partnerships & Regional Resources	147
Hollifield Leadership Center & Lake Hickory Learning Communities	148
Pursuing Vital Ministry	149
Business Services	149
Accounting/Information Technology	150
Annuity	151
Print & Mail Services	152
Caraway Conference Center and Camp	152
North Carolina Baptist Assembly	152
Truett Camp	153
Human Resources & Staff Development	153
Summary of the Estimated Contributions from Churches 2002	153

Trustees of the Baptist State Convention of North Carolina	153
Congregational Services	153
Bible Study/Church Administration Team	154
Council on Christian Life and Public Affairs	155
Special Ministries	158
Discipleship Team	160
Multi-Cultural Team	162
Innovative Church Team	163
Music and Worship Team	164
Preschool and Children Ministry Team	166
Pastoral Ministries Team	167
Convention Relationships and Budget	169
Biblical Recorder	169
Council on Christian Higher Education	170
Campbell University	170
Chowan College	172
Gardner-Webb University	174
Mars Hill College	175
Wingate University	177
Council on Christian Social Services	178
North Carolina Baptist Foundation	182
Woman's Missionary Union	183
North Carolina Baptist Men/Partnership	185
Stewardship Education and Offering Promotion Team	186
Missions Growth Evangelism	187
Fruitland Baptist Bible Foundation	188
Campus Ministry Team	188
Church Planting Team	190
Evangelism and Church Growth Team	191
Public Relations and Resource Development	195
Trustee Orientation Committee	196
Historical Committee	196
Committee on Committees	197
Committee on Nominations	198
Memorials Committee	200



Dear North Carolina Baptists,

Every turn of the calendar page is a poignant prod of accomplishments, missed opportunities and evaluations.

The year 2004 for North Carolina Baptists had elements of each. Since one of my responsibilities is to catch and consider trends, a significant trend on which to report is that for the first time, we had a second consecutive year of declining receipts to missions through Cooperative Program Missions Giving. That's a trend that we're trying hard to reverse by reemphasizing to churches the miracles they accomplish in lives by supporting those efforts funded by CPMG.

In 2002, CPMG gifts totaled \$35,565,494. In 2003 they decreased by \$186,064. In 2004, they decreased another \$295,277 to \$35,084,153. At the end of 2004 we

hired a professional whose primary responsibility will be to promote Cooperative Program Missions Giving among the churches.

His office already has created and is promoting the **1-3-6 Challenge** in which we are asking churches to raise the percentage of the undesignated offerings they send for missions through CPMG by one point over three years. If all 4,000 churches do that, we will realize an increase of \$6 million annually for missions, ministry and education through the work of the Baptist State Convention and the national organizations with which we affiliate.

North Carolina Baptists are moving into national leadership in several areas. In 2004 we implemented, with the help of a Lilly Endowment grant exceeding \$1.5 million, a program of Sustaining Pastoral Excellence.

We have identified and invited as many as 88 pastors of varying denominations from across the Southeast, half of whom are North Carolina Baptists. They will spend three years either in the New Generation Pastors Learning Community for excellent young pastors, or the Leading Edge Pastors Leading Community for seasoned clergy leading thriving congregations.

Each learning group will construct educational and skill building practices to identify and cultivate excellence in ministry. These influential pastors will then reflect and write on ministry in ways that will enable them to foster excellence in others. We will distribute this work through a publishing venture we are forming called Lake Hickory Resources, named for the lake at Hollifield Leadership Center where the training takes place.

Pursuing Vital Ministry and its Christian coaching component are catching on as trained coaches come alongside churches in transition and pastors who want to help their congregations and themselves reach their full Kingdom potential.

Natural disasters devastated much of North Carolina in 2004 and brutalized Southeast Asia Dec. 26. North Carolina Baptists quickly responded. We are responding to partnership opportunities in Vermont, Hawaii and American Samoa, Wyoming, New England and wherever people of faith call for us to "come over and help."

North Carolina Baptists together are reaching outward, educating young people and pastors, ministering to human need and helping churches move forward. I've never been prouder to be a North Carolina Baptist.

On the following pages, read of all you accomplished together as a Baptist family.

A handwritten signature in dark ink that reads "James H. Royston".

Jim Royston
Executive Director-Treasurer

DEDICATIONS & MEMORIALS

MEMORIALS COMMITTEE REPORT

The Memorials Committee met at Brookridge Retirement Home on September 9, 2004. Recommendations from the Committee and other sources were reviewed. In accordance with our stated responsibilities, and in grateful appreciation for their service to the Kingdom of God and North Carolina Baptists, your Committee offers the following report regarding persons to whom the 2004 annual will be dedicated and those who will be listed on the "In Memoriam" page:

DEDICATIONS:

Fred B. Bentley – He served as president of Mars Hill College for almost 30 years, guiding it through major building programs and certification as a senior college. An active member of the Mars Hill Baptist Church, he served as a deacon, sang in the choir and was on numerous boards and committees. He was a graduate of Baylor University, Southern Baptist Theological Seminary, and Indiana University.

Elizabeth J. Campbell – For 36 years, Elizabeth J. Campbell served as Director of Missions for the Caldwell Baptist Association in Lenoir. She is fondly remembered as an encourager to pastors and was committed to seeing that all churches in her association conducted Vacation Bible Schools annually. She was a graduate of Mars Hill College and Southwestern Baptist Theological Seminary.

Wendell Davis – Davis' pastoral leadership spanned more than 55 years as he served the Western Avenue Church, Statesville; Midwood Church, Charlotte; and Fairview Church, Statesville. He was also active in denominational service and participated in mission trips to Cuba, Brazil, Chile and Alaska. His service included serving as president of the North Carolina Christian Action League. He graduated from Spartanburg College, Catawba College and Southern Baptist Theological Seminary.

Larry and Jean Elliot – "Thank you for living for the Lord. I am a life that was changed." Words issued by their son, Scott, summarizes the life of Larry and Jean. Missionaries in Honduras from 1978 until 2003, they were in Iraq on a water purification mission when killed by hostile action. Their ministry in Honduras included planting 92 mission points and purifying more than 80 water wells. Larry graduated from North Carolina State University and Southeastern Baptist Theological Seminary. Jean graduated from Meredith College.

Tom Lolley – North Carolina mountain missionary for 19 years, Lolley was well known and loved throughout the state for his humor, his outgoing personality, and his dog stories. Tom was pastor of churches in Louisburg, Oxford and Old Fort, as well as churches in Virginia and Alabama. He graduated from Howard College (now Samford University) and Southeastern Baptist Theological Seminary.

Jerry Pereira – Pereira died of bone cancer while serving as president of the Baptist State Convention. He was pastor of First Baptist Church, Swannanoa. Previous pastorates included Central Baptist Church in Spruce Pine, as assistant pastor and minister of youth at First Baptist Church in Valdese. Pereira graduated from Mars Hill College and Southeastern Baptist Theological Seminary in 1981. He served on the search committee that recommended current BSC Executive Director-Treasurer Jim Royston to his position.

IN MEMORIAM:

Ruth Alford, *Fairmont*
Dr. Fred Blake Bentley, *Morganton*
Joseph Bostic III, *Henderson*
William Howard Burton, *Dover*
Elizabeth Campbell, *Lenoir*
Edwin B. Carroll, *Youngsville*
Mrs. Betty Knott Carroll, *Burlington*
Donald Cooper, *Fayetteville*
Zeke Crawford, *Boiling Springs*
Wendell Davis, *Statesville*
Lewis A. Drummond, *Asheville*
Jean Elliott, *Cary*

Larry Elliott, *Cary*
J. Grady Faulk, Sr., *Charlotte*
Maisie B. Castlebury Freeman, *Dunn*
Marvin Lucius Garrett, *Black Mountain*
Rickey Gray, *New London*
R. V. (Alcus) Greer, *Brookhaven, MS*
H. Dean Harrold, *Granite Falls*
Vonceil Smith Head, *Elizabeth City*
Fred Hopkins, *Norwood*
Ernest Howell, *Rutherfordton*
Annie Ivey, *Burlington*
Richard Jeffrey Johnson, *Wadesboro*
Jerry Jones, *Raleigh*

William Evlin Jones, *Belmont*
Neils Henry Larsen, Jr., *Old Fort*
Rev. Louis Llewellyn "L.L." McGee, *Winston-Salem*
E. W. McMurray, *North Wilkesboro*
Robert Jackson (Jack) Napier, *Marshville*
A. "Joe" Newton, *Woodleaf*
Edna Jones Nordan, *Cary*
Bennie E. Pledger, *Erwin*
Ruth Potter, *Thomasville*
Oliver Price, *Ellenboro*
Max Gardner Reece Sr., *Colfax*
John Alvin "Pete" Richardson, *Salisbury*
Jack Cooper Rose, *Garner*
Stewart Simms, *Greer, SC*
James Henry Simpson, Jr., *Buies Creek*
Frances Hudson Vance, *Banner Elk*
Lucille Howard Waddill, *Angier*
Leonard Taylor Yancey, *Clinton*

**Members of the
2004 Memorials Committee**

Philip K. Whitt, *Indian Trail (Chairman)*
Doris Yates, *Winston-Salem*
Roy Cantrell, *High Point*
Marion Powell, *Newton*
Alfred Miller, *Gastonia*
Sara Parker, *Winston-Salem*
David Horton, *ex officio*
James H. Royston, *ex officio*
Norman Jameson, *staff liaison*



Fred Blake Bentley

Dr. Fred Blake Bentley, President Emeritus of Mars Hill College, died August 26, 2004 at his home on Lake James. He was diagnosed with colon cancer in January 2002.

Dr. Bentley was born on September 11, 1935 in Roanoke, Virginia. Upon his graduation from high school there, where he was a noted track star, he was awarded an athletic scholarship as a high jumper to Baylor University in Texas. He became an outstanding jumper at the college level and at one time held the national freshman record. At Baylor, Dr. Bentley majored in music and received a bachelor of music degree in 1958 in music theory and conducting. At the end of his sophomore year (June 1956), he married his high school sweetheart, Doris Phillips, who had just graduated from Mars Hill College as an honor student

in music. After his graduation, the Bentleys moved to Louisville, Kentucky where he earned a master of religious education degree and served as minister of education of the Crescent Hill Baptist Church. In 1960, he entered the doctoral program at Indiana University and studied abroad at the Institute Pedagogique National in Paris. He received his doctor of education degree in 1962 and worked for two years at Indiana University.

In 1964, Dr. and Mrs. Bentley returned to Louisville, where he became assistant dean in the College of Arts and Sciences at the University of Indiana. In December 1966, the Board of Trustees unanimously elected him as President of Mars Hill College. He accepted the challenge and over the next thirty years, he led the college with his exceptional leadership skills. At the time he assumed the role of president, he was the youngest college president in the nation. Dr. Bentley chose "Emphasis on Excellence" as the theme of his administration and successfully accomplished many goals. During his tenure, Mars Hill was certified as a senior college and was recognized for its innovative programs. Under his reign, eleven new buildings were constructed and seven other major capital improvement projects were completed on the Mars Hill campus. In 1986, which happened to be his 20th year of service, the Exxon Foundation named him as one of the "100 Most Effective College Presidents of the Nation."

Dr. Bentley was active in the Mars Hill Baptist Church where he sang in the choir, was a deacon, and served on many committees and boards. In Asheville, he served on the board of directors of St. Joseph's Hospital, Northwestern and Wachovia Banks, and the Alzheimer's Association of Western North Carolina.

At the end of February 1996, he retired and he and his wife moved to Lake James. In December of 1996, the board of trustees officially named him President Emeritus of Mars Hill College.

In addition to his wife, he is survived by his daughter, Rhonda, and two sons, Philip and Stephen. Immediate family members also include his son-in-law Mark, daughter-in-law Kim, and three grandsons, Bradley and Nicholas Wakai and Austin Bentley. He also leaves behind two brothers, five nephews, one niece, and several cousins.



Elizabeth J. Campbell

“She carried a Bible in her hand, and a message in her heart. Her circuit follows the trails of the old gospel riders, winding from deep river lowlands to the cloud-crested, balsam-fringed peaks.”

“A missionary, Elizabeth Campbell, former resident of Hickory, North Carolina has helped to influence the lives of many people in her work. Located not in an overseas country, but here in Western North Carolina — she traveled thousands of miles yearly. Her field was all of Caldwell County, from the isolated coves of its Appalachians — one of the most unchurched areas of the nation in the mid forties — to the heavily populated lowlands in the county.” Her title was Caldwell Baptist Associational Missionary.

Miss Campbell was born in Chesterville, Illinois, on January 22, 1915, to Robert F. and Jessie Bentley Campbell. She had four brothers and three sisters. She moved with her family to Taylorsville, North Carolina in 1925 and then to Hickory in 1926. She was an active member of the First Baptist Church of Hickory from the time of her conversion at the age of 12 until she went to college in 1932. Upon graduation from Hickory High School, Miss Campbell attended Mars Hill Junior College from 1932-34. In 1934, she did her first fieldwork under the direction of Mr. Perry Morgan, Secretary of the Department of Sunday School for the Baptist State Convention of North Carolina. This assignment was to conduct a Vacation Bible School at the Weaverville Baptist Church, in Weaverville, North Carolina.

Since early childhood, Elizabeth's greatest desire had been to become a missionary. While attending Southwestern Seminary in Fort Worth, Texas the association's call came. Following graduation, she became Associational Missionary of the Caldwell Baptist Association. Rev. Zeb Caudle, moderator at the time, met her at the bus and said in a friendly manner they hired her like a “pig in a poke,” sight unseen, only dealing with her by correspondence until she arrived on the field. She began work on June 1, 1944 and currently holds the record as the missionary with the second longest length of service in one association.

Much of Miss Campbell's work went into helping develop the organizations, especially the mission programs and Vacation Bible School, in the churches. It is reported that her policy was to visit every church in the association once a year whether called on for a service or not. She felt that one of the greatest contributions to the work was through the promotion of the organizations, cooperative program, special mission offerings, mission studies, and Vacation Bible School. “Being dedicated to the mission cause, but unable to go as a foreign missionary, was a great stimulating force in her personal life, and in the cause of missions in the Caldwell Association.”

Many of the things that can be seen and are now done in the association can be contributed to Elizabeth Campbell and her efforts. “Elizabeth's record speaks for itself.” She was always informed about the work of the denomination and she in turn informed the member churches. “Throughout the entire 36 1/2 years she served as associational missionary, the work of the association and the cause of Christ went forward.”

In 1980, Miss Elizabeth J. Campbell retired from the Caldwell Baptist Association. She stated that it had been a challenge and thrill serving as associational missionary. It was not always easy, but she had known and felt God's leadership through the years and was grateful for the place of service He had given her in the Caldwell Association. Elizabeth's dream was that the churches would work, play, plan, give, and love one another in Christ Jesus in such a way that truly His kingdom might come into the hearts of men everywhere.



Larry and Jean Elliott

As missionaries for the International Mission Board, Larry and Jean Elliott were sent to Iraq to research water purification projects. On March 15, 2004, they died in Mosul, Iraq, the result of a hostile drive-by shooting.

Larry was born on October 12, 1943 in South Boston, Virginia. He was reared in Granville County, North Carolina and graduated valedictorian from Oak Hill High School in 1962. He went on to North Carolina State University and earned a degree in Textile Engineering. After college, he served three years as an officer of the U.S. Army, stationed first in Germany and later in Vietnam. In 1975, Larry felt God's call to missions. In preparation for the mission field, he earned a master's degree in divinity from Southeastern Baptist Theological Seminary in Wake Forest, North Carolina. His favorite scripture was Malachi 3:10.

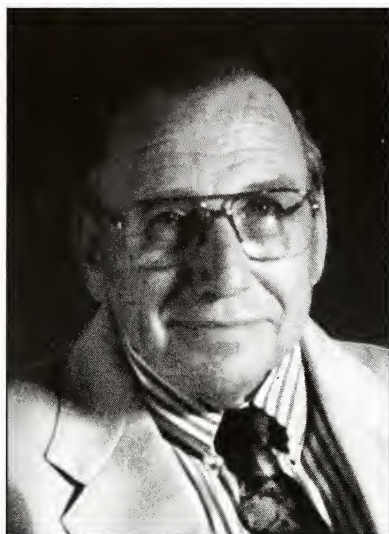
A native of Shelby, North Carolina, Jean graduated from Shelby High School in 1963. She attended Appalachian State for two years prior to her marriage to Larry. Later, while Larry was studying for his master's degree, Jean earned her degree in Home Economics at Meredith College in Raleigh, NC. She graduated with honors in 1977 and went on to complete a year of graduate study at the seminary. Jean's call to the mission field came in 1972 at an associational WMU meeting when a missionary speaker issued a call to missions. She said, "I knew God was calling me to missions at that very time." After much prayer and preparation, Larry and Jean were appointed Southern Baptist missionaries in June 1978. They spent the next 25 years ministering to the people of Honduras.

In Honduras, twelve Baptist churches, ninety-two mission points and more than eighty water wells were made possible through the Elliott's ministry. They were also involved in many other projects including the building of schools, coordinating visits by U.S. based medical and dental teams, as well as those of volunteer mission teams, and serving as translators for other relief workers. Because of their particular work and their dealing with the aftermath of Hurricane Mitch in 1998, they had extensive knowledge in disaster experience and relief efforts that made them exceptionally well suited for service in Iraq.

At their funeral service in Cary, North Carolina, the family requested that it be "a day of celebration and a day about the Lord Jesus." Their oldest son, Scott, read a version of the song, *Thank You*, - written and made popular by Christian recording artist Ray Boltz - changing some lyrics to honor his parents. He recalled individuals that his parents had led to Christ and how they, Larry and Jean, had demonstrated Christ's love and abundant life throughout their own lives. Then, as he touched his own chest and looked upward, he said, "Thank you for living for the Lord. I am a life that was changed."

For 39 years, Larry and Jean Elliott were a couple on this earth - in their work for the Lord and in their love for their three children, Scott, Todd, and Gina Kim and their nine grandchildren. Their dedication and commitment perhaps can be summarized best through Jean's favorite Bible verse, Romans 8:28 - "And we know that all things work together for good to those who love God, to those who are called according to His purpose."

The Larry and Jean Elliott International Hunger and Disaster Relief Endowment has been established at the N.C. Baptist Foundation, 201 Convention Drive, Cary, NC 27511. Also, a special memorial fund has been set up to further the work to which they devoted their lives - The Larry and Jean Elliott Memorial Fund, c/o The International Mission Board, PO Box 6767, Richmond, VA 23230.



Tom Lolley

Tom Lolley, North Carolina mountain missionary for 19 years, died July 22, 2003, in Asheville.

Tom's son Tim made the following remarks through the Biblical Recorder shortly after Tom's death. "Dad enjoyed his ministry with N.C. Baptists so much and he counted it a joy and an honor to be your missionary in western North Carolina," Tim said. "He has shown me what a true servant involved in ministry through the local church and denominations looks like. He has brought to his job a touch of personality, practicality and common sense."

Tom was a native of Troy, Alabama. He is survived by his wife, Sydney; two children, Beth Lolley Silver and Rev. Tim Lolley, and five grandchildren.

A graduate of Howard College (now Samford University) in Birmingham, Ala., and Southeastern Baptist Theological Seminary, Wake Forest, NC, Tom spent much of his ministry career in North Carolina. He was pastor of Mount Zion Baptist Church, Louisburg; Hester Baptist Church, Oxford, and First Baptist Church, Old Fort.

While Tom was known for his humor and dog stories, he had another side. He had a genuine, deep faith in Jesus Christ, which was reflected in his ministry. He was beloved as a pastor in the churches he served and as a "pastor to pastors" and other church people in his role as Area Missionary. Tom touched countless lives in his ministry through Truett Baptist Camp, near Hayesville, and as a Missionary Extraordinaire in Western North Carolina. Tom was co-director and director of the Mars Hill Week Of Study and Fellowship for several years. This gave him contact with ministers and lay people from across the state.

Tom was a "hearing board" for the Baptist State Convention. He knew the heartbeat of North Carolina's mountain population and shared his perceptions with Convention staff and leadership. He was an excellent interpreter to people in his area of what the Convention was attempting to accomplish in missions and ministry.

Tom was a great worship leader. Not only was he an excellent preacher, but he was a musician of note and often sang solos in meetings and worship services.

Roy J. Smith, executive-director treasurer emeritus of the BSCNC, remarked, "The one quality which I will always appreciate is the fact that he made countless friends because he was a friend."



Dr. Jerry Pereira

Dr. Jerry Pereira, president of the Baptist State Convention of North Carolina and pastor of First Baptist Church, Swannanoa, died November 7, 2003, following a six-month battle with cancer. Friends described him as a model husband, father, evangelist and pastor. Survivors include his wife Mary and his children, Emily Ann and Mary Priscilla.

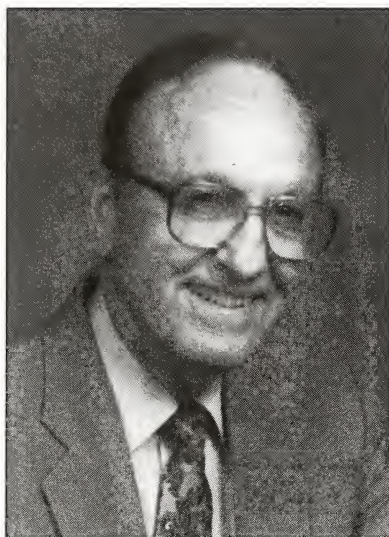
His service to North Carolina Baptists included membership on the annual meeting Local Arrangements Committee and the Committee on Committees. He served on the search committee that recommended Dr. James Royston as executive director/treasurer. Elected in 2001, four days remained in his presidential term when he died.

He served 18 years at First Baptist, Swannanoa. Before that, he served as pastor of Central Baptist Church, Spruce Pine and as assistant pastor and minister of youth at First Baptist, Valdese. Active in his community, Jerry had served as president of the Buncombe Baptist Association Pastors' Conference. At the time of his death, he also served as chairman of the Church Growth Committee.

Nationally, he was elected president of Southeastern Seminary's National Alumni Association. His church was chosen as one of three churches in the Southern Baptist Convention to participate in a training video produced by the Home Mission Board (now North American Mission Board). At the time of his death, Jerry served on the Pastors' Advisory Committee for The Cove, as chaplain of Blue Ridge Broadcasting Corporation, and as a faculty member at the Billy Graham School of Evangelism.

Pereira was a graduate of Mars Hill College and Southeastern Baptist Theological Seminary. He was awarded the Honorary Doctor of Divinity Degree from Immanuel Baptist Theological Seminary in Sharpsburg, Georgia.

Reared in the Roman Catholic Church, Jerry was saved when he was 19 years old and serving in the U. S. Army in Germany. He surrendered to preach under the ministry of Dr. Billy Graham. In 1974, he became a Southern Baptist. He was licensed to preach by the Aschaffenburg Baptist Church in Aschaffenburg, Germany.



Wendell Davis

Davis was born in 1917 in Albemarle, NC. He was married to Elsie, his constant companion for 62 years. He was preceded in death by their daughter, Cynthia Irene Davis. They are the parents of W. Thomas Davis, Bonnie Davis Hanvey, and Edward M. Davis, grandparents of six and great-grandparents of seven.

Davis was educated at Spartanburg College, Catawba College, and The Southern Baptist Theological Seminary, Louisville, KY.

His service as a pastor spanned 55 years. Davis showed an intense interest in the membership of each congregation. He had a deep love and concern for everyone, especially for those who did not know Jesus Christ as Lord and Savior. His love for people is the first thing people mention in reference to Rev. Davis. He was also known as an energetic leader and as a friend to members of his congregations.

Those congregations included Grundy Baptist Church, Grundy, VA (1942-1945), College Ave Baptist Church, Bluefield, WV (1945-1948), Western Avenue Baptist Church, Statesville (1948-1959), Midwood Baptist Church, Charlotte (1959-1981), and Fairview Baptist Church, Statesville (1981-1984). He retired in 1984 but remained active as an interim pastor.

Evangelism and missions were an important part of Davis' life. Not only was he concerned about the people in his own church and neighborhoods, he was concerned about people around the world. Before North Carolina Baptists had a partnership missions office, the Baptist State Convention of North Carolina coordinated teams of pastors who went to various mission stations around the world. Davis led preaching mission trips to Cuba (prior to Castro closing the doors to Americans in the late 60's), Brazil, Chile, and Alaska.

He was active in denominational service. He served as President of the North Carolina Christian Action League, National Advisor for Americans United, and as a trustee of Wake Forest University.

No matter where he served, his love for the Lord and for the people was his most memorable trademark.

CONVENTION OFFICERS, TRUSTEES & ADMINISTRATION

Elected in 2004 to serve in 2005

Baptist State Convention of North Carolina

205 Convention Drive • Cary, North Carolina 27511 • Post Office Box 1107

Telephone: (800) 395-5102 or (919) 467-5100 • Fax: (919) 469-1674

OFFICERS

President: David B. Horton, *Jamestown*

First Vice President: Phyllis Foy, *Mooresville*

Second Vice President:

Brian Davis, *Statesville*

Executive Director-Treasurer:

James H. Royston, *Cary*

Recording Secretary:

Ray W. Benfield, *Winston-Salem*

Assistant Recording Secretary:

Gene Booker, *Asheboro*

CONVENTION STAFF

As of December 31, 2004

ADMINISTRATION

Executive Director-Treasurer:

James H. Royston

Associate Executive Director-Treasurer:

George Bullard

Executive Assistant: Joyce Burchette

Administrative Assistant: Betty Pleasant

Administrative Coordinator: Cynthia Howell

ASSOCIATIONAL DEVELOPMENT & REGIONAL RESOURCES

Team Leader: Ken Kessler

East Regional Resources Coordinator:

Wendy Minton Edwards

West Regional Resources Coordinator:

Lester Evans

Administrative Assistant: Teresa Jones

HOLLIFIELD LEADERSHIP CENTER

Director: Bill Copper

Facility Operations Coordinator:

Johnny Bryant

Administrative Coordinator: Sandy Lewis

Learning Experience Coordinator:

Faye Johnson

Food Service Coordinator: Mike Heavner

BUSINESS SERVICES

Executive Group Leader: Glenn Harder

Administrative Assistant: Beverly Volz

ACCOUNTING TEAM

Comptroller/Auditor: Robert Simons

Accountant: Barbara Bowen

Accounting Technician/Remittances:

Pam Costilow

Accounting Technician: Penny Cozadd

Accounting Technician/Payables: Jay Renfrow

Networking Manager, Senior Consultant: Ron
Rasberry

System Administrator/Information Systems:

Russell Schwab

GUIDESTONE FINANCIAL RESOURCES

Senior Consultant: Johnny Ross

Secretary: Amy Strickland

CARAWAY CONFERENCE CENTER & CAMP

Director: Charles Harris

Associate Director: Jimmy Huffman
Accountant/Human Resources: Linda Flecken
Guest Services Coordinator: Jeanne Pilson
Food Services Supervisor: Pam Britt
Operations Manager: Steve Garner
Housekeeping Supervisor: Sharon Church

HUMAN RESOURCES & STAFF DEVELOPMENT TEAM

Senior Consultant: Linda Hudson
Maintenance: Open
Housekeeping/Hostess: Glenda Jones

NORTH CAROLINA BAPTIST ASSEMBLY AT CASWELL

Director: Richard Holbrook
Assistant Director: David Lloyd
Warehouse Supervisor: Bradley Bowling
A/V Supervisor: Kevin Cruise
Director Guest Services: Brian Hemphill
Recreation Director: Amy Southerland
Facilities Supervisor: Donnie Saunders
Secretary: Tonia Stidham
Reservations: Pat Blackmon
Reservations: Marilyn Hill
Special Events Coordinator-Sr. Adults: Joan Carter
Special Events Coordinator-Youth: Jenny Kline
Receptionist: Angela Winders
Accounting: Charlotte Byrd
Food Services: Jenny Milligan
Housekeeping: Debbie Hogue

PRINT AND MAIL SERVICES TEAM

Facilities Director: Tommy Johnson
Mail Clerk: Hattie Johnson
Asst. Facilities Director: Jonathan Parker

TRUETT CAMP

Camp Manager: Richard Roberson
Asst. Camp Manager: Tim Roberson

CONGREGATIONAL SERVICES

Executive Group Leader: M. Lynn Sasser
Administrative Assistant: Linda Kreiter

BIBLE STUDY/CHURCH ADMINISTRATION TEAM

Team Leader: Phil Stone

Consultant: Rick Hughes
Secretary: Sheryl Shankles

COUNCIL ON CHRISTIAN LIFE & PUBLIC AFFAIRS

Team Leader: Steve Sumner
Consultant: David Moore
Secretary: Karen Beavers

DISCIPLESHIP TEAM

Team Leader: Cathy Hopkins
Consultant: Eddie Hammett
Part-time Consultant: Jeanie Whitehead
Secretary: Lorene Wilson

INNOVATIVE CHURCH TEAM

Team Leader: Chad Hall
Secretary: Linda Kreiter

MULTI-CULTURAL TEAM

Team Leader: Donnie Wiltshire
Consultant: Larry Phillips
Consultant: James Richardson
Secretary: Open

MUSIC & WORSHIP TEAM

Team Leader: Neal Eller
Consultant: Dan Ridley
Secretary: Judy Autry

PASTORAL MINISTRIES TEAM

Team Leader: Wayne Oakes
Consultant: Larry Jones
Secretary: Jo Ann Walton
Part-time Secretary: Eloise Goode

PRESCHOOL AND CHILDREN TEAM

Team Leader: Janice Haywood
Secretary: Faye Edwards
Part-time Consultant: Open

CONVENTION RELATIONS

Executive Director: John Roberson
Administrative Assistant: Joan Jacobs

COUNCIL ON CHRISTIAN HIGHER EDUCATION

Executive Director: John Roberson
Administrative Assistant: Joan Jacobs

STEWARDSHIP & NCMO PROMOTION TEAM

Consultant/Team Leader: Dan Euliss

Secretary: Judy Johnson

AUXILIARY: WOMAN'S MISSIONARY UNION

Executive Director-Treasurer: Ruby Fulbright

Adult Specialist: Margaret Harding

Leadership Development/Training Specialist:
Jan High

Muli Cultural Specialist/WMU Partnership

Missions Specialist: Linda Hicks

**Preschool/Children Specialist/WMU Growth
Specialist:** Cara Lynn Vogel

Staff Assistant/Youth: Julie Keith

**Staff Assistant/Ministers' Spouses Support
Coordinator:** Betsy McSwain

Resident Manager, Camp Mundo Vista:
Bob Navey

Camp Mundo Vista Summer Camp Director:
Suzanne Reece

**Staff Assistant/Project Manager, Camp Mundo
Vista:** Bob Wainwright

Administrative Assistant: Judy Branch

Financial Secretary: Diane Turner

Project Coordinator: Veronica Gallegos

Secretary/Receptionist: Beth Dyson

AUXILIARY: NORTH CAROLINA BAPTIST MEN/PARTNERSHIP

Director: Richard Brunson

Consultant for Men's Ministry and Adults:
Mark Abernathy

**Consultant for Children and Student
Missions:** Tom Beam

Partnership Assistant: Kathi Kestler

Partnership Assistant: Fatima Roma

Financial Secretary: Kecia Morgan

Disaster Relief/Volunteerism Consultant:
Gaylon Moss

Administrative Assistant: Lynn Tharrington

Medical Dental Bus Coordinator: Joanne
Honeycutt

MISSION GROWTH EVANGELISM

Executive Group Leader: Milton A. Hollifield, Jr.

Administrative Assistant: Pam Young

CAMPUS MINISTRY TEAM

Team Leader/Consultant Volunteer Student

Ministries: Rick Trexler

Secretary to Team Leader: Barbara Gentry

Appalachian State University: Chris Gambill

Charlotte Internationals: Tom Knight

East Carolina University: Robert Clyde

NC State University/Raleigh Area:

Charity Roberson

Research Triangle Internationals:
Frances Jones

UNC-Asheville: David Stone

UNC-Wilmington: Carlene Holden

UNC-Chapel Hill: Robert Phillips

UNC-Charlotte: Dan McClintock

UNC-Greensboro: Zach Roberts

UNC-Pembroke: Ronald Sanders

Western Carolina University: Wanda Kidd

CHURCH PLANTING

Interim Team Leader: Ken Holland

Secretary to Team Leader: Ann Pleasants

Secretary: Phyllis Mincey

Hispanic/Latin American Consultant:
John Jones

Asian/Pacific Islander Consultant: Sei Hun Kim

European American Consultant: Bob Wiley

European American Consultant: Pam Mungo

EVANGELISM & CHURCH GROWTH

Team Leader: Marty Dupree

Student Evangelism & Ministry Consultant:
Merrie Johnson

Prayer Strategies Office: Chris Schofield

Secretary to Team Leader: Rebecca Harbinson

Secretary: Rachel Withers

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President: Kenneth Ridings

Vice President: Thad Dowdle

Vice President for Development: J. D. Grant

PUBLIC RELATIONS & RESOURCE DEVELOPMENT

Executive Group Leader: Norman Jameson

Administrative Assistant: Kay Bisette

Receptionist: Cindy Tucker

COOPERATIVE PROGRAM MISSIONS GIVING TEAM

Senior Consultant: Mike Creswell

Administrative Assistant: Kay Bisette

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Project Manager: Kelvin Howard

Audio/Video: K. Brown

Resource Center Manager: Rosanna Strickland

Resource Center Assistant: Mary Mountz

Senior Graphic Designer: Michelle Nemargut

Graphic Designer: Open

Web Minister and Technology Coach: Shane Nixon

AGENCY OF THE BOARD OF DIRECTORS

FRUITLAND BAPTIST BIBLE INSTITUTE

1455 Gilliam Road • Hendersonville, North Carolina 28792

Telephone: (828) 685-8886 • Fax: (828) 685-8888

The Fruitland Baptist Bible Institute, founded in 1946, is an agency of the Board of Directors of the Baptist State Convention of North Carolina. The Institute exists to prepare persons for whom study in a college or seminary is not presently appropriate for the Christian ministries into which they are called. It also serves to encourage some to further training in college and/or seminary.

The first graduation was held for nine students in 1949.

President: Kenneth Ridings

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Terms Expiring in 2004

Perry K. Brindley, *Canton*

Dale Fisher, *Lenoir*

(unexpired term of Paul Helton)

John Small, *Greensboro*

Terms Expiring in 2005

Tommy Robertson, *Roxboro*

Steve Roy, *Durham*

Chair: Hubert Garner, *Sanford*

Terms Expiring in 2006

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Dennis Thurman, *Candler*

Terms Expiring in 2007

Kenny Goodin, *Yadkinville*

Robert Evans, Jr., *Ferguson*

Mac Cumbo, *East Flat Rock*

Terms Expiring in 2008

Dale Brooks, *Indian Trail*

Ed Yount, *Conover*

Fred, *Hendersonville*

BSCNC BOARD OF DIRECTORS

Terms Expiring in 2004

Ray Ammons, *Region 3*

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Ruby B. Neal, *Region 4*

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T. David Phillips, *Region 2*

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Beth H. Snyder, *Region 4*

Jake J. Thornhill, Jr., *Region 5*

Dennis Thurman, *Region 9*

Eva H. Wood, *Region 10*

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Gail Bennett, *Region 7*
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Olin Byrum, *Region 8*
Doug Davis, *Region 5*
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Merle A. Johnson, *Region 3*
Julia S. Ledford, *Region 4*
Clella A. Lee, *Region 3*
Gary W. Murry, *Region 8*
Michael McGirt, *Region 1*

Terms Expiring in 2006

John M. Butler, *Region 6*
Katherine Camp, *Region 2*
David Clippard, *Region 7*
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Lee A. Davis, III, *Region 6*
Wanda Dellinger, *Region 5*
Jane Eskew, *Region 5*
Terry Q. Farmer, *Region 4*
Julia Hamilton, *Region 5*
Craig Hamlin, *Region 7*
Jerry S. Harris, *Region 4*
J. Ronald Hester, *Region 5*
Roy E. Holder, *Region 7*
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W. Gary McCollough, *Region 5*
Ed Yount, *Region 8*
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Warren Norman, *Region 8*
Nathan Parrish, *Region 5*
Tom Ravan, *Region 1*
JoAnn Sanderson, *Region 4*
Mary Ann Sides, *Region 4*
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W. Dale Tanner, *Region 6*
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Mabel Harmon, *Region 5*
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Donald L. Warren, *Region 8*
Donald Willis, *Region 8*
Michael P. Womble, *Region 4*

Terms Expiring in 2007

Inell L. Allen, *Region 6*
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Larry Burns, *Region 8*
Kevin Clubb, *Region 2*
Jesse J. Croom, *Region 1*
Samuel T. Currin, *Region 4*
Bryan Scott Davis, *Region 6*
Doug Ewing, *Region 8*
Peggy S. Garrison, *Region 8*
Rex Gore, *Region 3*
Robert L. Hamblin, *Region 6*
Glenn F. Mace, *Region 6*
David J. MacEachern, *Region 9*
Kelli M. McCall, *Region 8*
Carlton Prince, *Region 3*
Coy J. Privette, *Region 6*
Glenda Sue W. Query, *Region 6*
Eric Rich, *Region 6*
Kay Simpson, *Region 4*
Larry W. Soblotne, *Region 4*
Steven Edward Williams, *Region 9*

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Vice President, Board of Directors:

JoAnn B. Sanderson

President, Baptist State Convention:

David B. Horton

First Vice President, Baptist State

Convention: Phyllis Foy

Second Vice President, Baptist State

Convention: Brian Davis

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Chair, Business Services Committee:

J. Ronald Hester

Chair, Congregational Services Committee:

Randy A. Bishop

Chair, Convention Relationships & Budget

Committee: H. LeRoy Burke

Chair, Mission Growth Evangelism

Committee: Craig Hamlin

Chair, Resource Development & Promotion

Committee: George E. Smith

Chair, Strategic Initiatives & Planning

Committee: Terry W. Brooks

Chair, Christian Higher Education Council:

Clella A. Lee

Chair, Christian Life & Public Affairs Council:

Jane Eskew

Chair, Christian Social Services Council:

Marvin L. Gold

MEMBERS-AT-LARGE

Wanda Dellinger

Coy C. Privette

Jake J. Thornhill, Jr.

Donald L. Warren

Organizational Presidents

President, Associational Missions

Conference: J. C. Bradley

President, North Carolina Baptist Men:

Jim Burchette

President, Woman's Missionary Union:

Sandra James

COMMITTEES OF THE BOARD OF DIRECTORS

BUSINESS SERVICES

Gail Bennett (2005)

John Butler (2006)

Pete Colbert (2004)

Peggy S. Garrison (2007)

Dan L. Gray (2004)

Jerry S. Harris (2006)

J. Ronald Hester (2006)

Edmond H. Liles, Jr. (2006)

Michael G. Thomas (2004)

Michael P. Womble (2006)

7 Members-at-large

Sandy Bain (2004)

Raiford Troutman (2004)

Gary Rouse (2005)

Jim Valsame (2005)

Leland Kerr (2007)

Allen Overton (2007)

David Treadway (2007)

CONGREGATIONAL SERVICES

Randy A. Bishop (2004)

Ken Boaz (2004)

Kevin Cubb (2007)

Lee A. Davis, III (2006)

B. Scott Davis (2007)

Wanda Dellinger (2006)

Terry Q. Farmer (2006)

James A. Harrington (2005)

Roy E. Holder (2006)

Sandra D. James (2003)

Julia S. Ledford (2005)

David J. MacEachern (2003)

W. Gary McCollough (2006)

Randall McKinney (2006)

Ruby B. Neal (2004)

Anita W. Pangle (2004)

T. David Phillips (2004)

Douglas E. Robinson (2004)

JoAnn Sanderson (2006)

Harvey Sharpe (2006)

Kay Simpson (2003)

John W. "Chip" Sloan, Jr. (2004)

Larry W. Soblotne (2007)

Steve A. Strickland (2006)

W. Dale Tanner (2006)

Sylvia P. Vestal (2004)

CONVENTION RELATIONSHIPS

Chm., Budget Committee: LeRoy Burke

Chm., Council on Christian Higher Education:

Clella A. Lee

Chm., Council on Christian Social Services:

Marvin L. Gold

Chm., Fruitland Board of Advisors:

Hubert Garner

Pres., Bapt. Assoc. Missions Conference:

J.C. Bradley

Pres., WMU: Sandra D. James

Pres., Baptist Men: Jim Burchette

MISSION GROWTH EVANGELISM

Robert L. Boone (2007)

Jim C. Brackett (2004)

Jim Burchette (*Bapt. Men*)

Nancy Byrd (2005)

Rick Cockerham (2004)

Doug Davis (2005)

Penny Davis (2006)

Robert B. Evans, Jr. (2005)

Samuel W. Gore (2004)

Robert L. "Bob" Hamblin (2007)

Julia Hamilton (2006)

Craig Hamlin (2006)

Robert L. Hunter, Jr. (2005)

Merle A. Johnson (2005)

Michael McGirt (2005)

Mark S. Moore (2004)

Phil Murdock (2006)

Warren Norman (2006)
 Walter C. Ponder (2004)
 Coy C. Privette (2007)
 Jake J. Thornhill, Jr. (2004)
 Doris C. Withers (2004)
 Royce E. Williams (2004)
 Steve E. Williams (2007)
 Dan B. Wortman (2007)
 Ed Yount (2006)

RESOURCE DEVELOPMENT & PROMOTION

Inell L. Allen (2007)
 Ray Ammons (2004)
 Donald J. Bishop (2004)
 Barbara H. Brock (2005)
 H. LeRoy Burke (2005)
 David Clippard (2006)
 Kelli M. McCall (2007)
 Mary Ann Sides (2006)
 George E. Smith (2004)
 Dennis Thurman (2004)

STRATEGIC INITIATIVES & PLANNING

J.C. Bradley (*Bapt. Assoc. Missions*)
 Terry Brooks (2004)
 Olin Byrum (2005)
 Gary W. Murry (2005)
 Beth Snyder (2004)
 Wayne Trexler (2006)

COUNCIL ON CHRISTIAN HIGHER EDUCATION

Gordon N. Benton (2005)
 W.R. "Rick" Brewer, Jr. (2007)
 Jesse J. Currin (2007)
 Sam T. Currin (2007)
 Rex Gore (2007)
 Wayne Hager (2005)
 Clella A. Lee (2005)
 Nathan Parrish (2006)
 Carlton Prince (2007)
 Kay Simpson (2007)

Ex-officio members

Pres., Colleges & Universities
 Acad. Deans, Colleges & Universities
 Trustee chm., Colleges & Universities
 Executive Director, CCHE
 President, Baptist State Convention
 President, Board of Directors
 Executive Director-Treasurer, BSC

COUNCIL ON CHRISTIAN LIFE & PUBLIC AFFAIRS

Larry Burns (2007)
 Katherine Camp (2006)
 Elios J. Clegg (2004)
 Jane Eskew (2006)
 M. Douglas James (2006)
 Danny McLamb (2006)
 Martha Morgan (2006)
 Tom Ravan (2006)
 John Tagliarini (2005)
 Donald L. Warren (2006)

12 members-at-large

Kent Blevins (2004)
 Fred Holt (2004)
 Glenda J. Treadaway (2004)
 R. Carol Anthony (2005)
 Gaylin W. Huff (2005)
 Troy "Kevin" Wilson (2005)
 A. Edward Beddingfield, Jr. (2006)
 Paul M. Mullen (2006)
 Richard L. Muri (2006)
 Roy DeBrand (2007)
 Lee Loftis (2007)
 Sandra Montague (2007)

Ex-officio members

President, General Board
 Executive Director-Treasurer, BSC
 Editor, *Biblical Recorder*
 Editor, *Charity & Children*
 2 College students

COUNCIL ON CHRISTIAN SOCIAL SERVICES

Doug Ewing (2007)
 Marvin L. Gold (2004)
 Larry Joe Greene (2005)
 Charles Ledford (2007)
 Glenn F. Mace (2007)
 Glenn F. Phillips, Jr. (2004)
 Eric Rich (2007)
 J. Tom Vannoy, III (2006)
 Donald Willis (2006)
 Eva H. Wood (2004)

Ex-officio members

Pres., NC Bapt. Children's Homes
 Pres., NC Bapt. Retirement Homes
 Pres., NC Bapt. Hospitals, Inc.
 Director, School of Pastoral Care
 Pres., Bds. Of Trustees, CCSS
 President, Board of Directors
 Executive Director-Treasurer, BSC

CONVENTION COMMITTEES

COMMITTEE ON COOPERATIVE MINISTRIES WITH GENERAL BAPTISTS

Chair: James E. Daniel

Terms Expiring in 2004

James E. Daniel, *Durham*
Veronica Weathers, *Mint Hill*

Terms Expiring in 2005

Jeff Johnson, *Southport*
David Joseph MacEachern, *Bat Cave*

Terms Expiring in 2006

Steve Parks, *Hiddenite*
William Rash, *Kannapolis*

Terms Expiring in 2007

Faye O. Bassett, *Durham*
Ervin E. Vogt, *Hallsboro*

HISTORICAL COMMITTEE

Chair: R. Hargus Taylor

Terms Expiring in 2004

Tim Herndon, *Parkton*
R. Hargus Taylor, *Murfreesboro*
James McCoy, *Weaverville*

Terms Expiring in 2005

Carolyn H. Dickens, *Raleigh*
Ottis L. King, *Teachey*
Nancy McLean, *Raleigh*

Terms Expiring in 2006

Eugene B. Hager, *Statesville*
Pascal L. Hovis, *Jamestown*
John R. Woodard, *Germanton*

Terms Expiring in 2007

David Edgell, *Wendell*
Wayne Willett, *Waynesville*
Russell Willis, *Concord*

Terms Expiring in 2008

Margie S. Parker, *Cary*
Charles L. Paul, *Murfreesboro*
Rick Stover, *Raleigh*

LOCAL ARRANGEMENTS COMMITTEE

Chair: Boyce Wilson

Terms Expiring in 2004

Boyce Wilson, *Winston-Salem*
Richard Eskew, *Winston-Salem*
Sandra Hall, *Winston-Salem*
Dale Harlan, *Winston-Salem*
Janie Hooker, *Winston-Salem*
Cathy Myers, *Winston-Salem*
Lynn Parker, *Winston-Salem*
Brian Reynolds, *Roanoke Rapids*
Ronald Schuyler, *Winston-Salem*

Terms Expiring in 2005

Robert F. Corirossi, *Winston-Salem*
Paul T. Echerd, *Winston-Salem*
Keith Fortenberry, *Winston-Salem*
Homer F. Greene, *Wilkesboro*
Beverly B. Hamblen, *Winston-Salem*
Betty M. Martin, *Greensboro*
Jonathan Rogers, *Rural Hall*
Rick Speas, *Winston-Salem*
Ty Talton, *Winston-Salem*

MEMORIALS COMMITTEE

Chair: Phillip K. Whitt

Terms Expiring in 2004

Philip K. Whitt, *Indian Trail*
Doris M. Yates, *Winston-Salem*

Terms Expiring in 2005

Roy Cantrell, *High Point*
Marion Powell, *Newton*

Terms Expiring in 2006

Alfred Miller, *Gastonia*
Sara Parker, *Winston-Salem*

Terms Expiring in 2007

Victor C. Blackwell, *Roxboro*
David E. Sechrist, *Cana, VA*

COMMITTEE ON NOMINATIONS

Chair: Jeff Long

Terms Expiring in 2004

Roger Gilbert, *Mount Airy*
Joy Heaton, *Enfield*
Rick Jackson, *Ellenboro*
Eugene W. Land, *Kings Mountain*
Cathy Guyer, *Newton*

Terms Expiring in 2005

J. Grady Faulk, *Charlotte*
James E. Lankford, *Hamlet*
Larry Locklear, *Red Springs*
Ed Lowder, *Canton*
Eileen Rowe, *Asheville*

Terms Expiring in 2006

Carole B. Allen, *Lumberton*
Larry M. Curtis, *Rocky Mount*
Jimmie E. Hardee, *Greenville*
Jeff Long, *Gastonia*
Paul D. Schronce, *Taylorsville*

Terms Expiring in 2007

Gerald J. Bearden, *Charlotte*
Johnny R. Henderson, *Seagrove*
O. Phillip Qualls, *Apex*
O. G. "Tim" Locher, *Hendersonville*

Jonathan Hall, *Charlotte*

Terms Expiring in 2008

Pamela W. Blume, *Boone*

Dennis J. Conner, *Windsor*

Shirley Kool, *Sylva*

Jesse W. Mooney, Jr., *Coats*

Benny D. Worley, *Supply*

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PREACHER COMMITTEE**

Chair: Paul W. Noe

Terms Expiring in 2004

Paul Wesley Noe, *Etowah*

Elsie Jane Peterson, *Leland*

Roy J. Smith, *Raleigh*

Ruth Williams, *Raleigh*

Terms Expiring in 2005

Lynn M. Bullock, *Lumberton*

Bryan (Scott) Davis, *Concord*

Tillie Duncan, *Charlotte*

David Treadway, *Taylorsville*

Terms Expiring in 2006

Henry S. (Sandy) Beck, III, *Hendersonville*

William L. Beck, III, *High Point*

Sam Craven, *Lenoir*

Tim Rogers, *Asheboro*

Terms Expiring in 2007

Kevin Cubb, *Cape Carteret*

H. Earl Cobb, *Asheville*

Steve Gouge, *Mooresville*

Wayne Key, *Cherryville*

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Chair: Burke Holland

Terms Expiring in 2004

Robert L. Barks, *Mooresville*

Burke E. Holland, *Belhaven*

Joe Kirkpatrick, *Wadesboro*

Terms Expiring in 2005

Mike Hamby, *Wilkesboro*

Ralph Justice, Jr., *Raleigh*

Ella Rae Roberts, *Fayetteville*

Terms Expiring in 2006

Jack Lynn Carver, *Taylorsville*

Grady S. Lloyd, *Salisbury*

Sherrill D. Wellborn, *Ferguson*

Terms Expiring in 2007

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J. Frank Shipp, *Hillsborough*

Steve Turner, *Greensboro*

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Chair: Luther Osment

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Jeffrey Wisdom, *Matthews*

Terms Expiring in 2005

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Ryland Whitehorn, *Arden*

Terms Expiring in 2006

Douglas James, *Kinston*

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Cecil D. Rhodes, Jr., *Wilson*

Terms Expiring in 2007

Larry H. Burns, *Newton*

Ron Gibson, *Rocky Mount*

William L. Tomlinson, *Rocky Mount*

CONVENTION INSTITUTIONS & AGENCIES

BAPTIST CHILDREN'S HOMES OF NORTH CAROLINA, INC.

Post Office Box 338 • Thomasville, North Carolina 27361-0338

Telephone: (336) 474-1200 • Fax: (336) 472-5758

Established 1885

President: Michael C. Blackwell

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Tannis Nelson, *Wilmington*

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Terms Expiring in 2005

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Coolidge Porterfield, *Greensboro*
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Terms Expiring in 2007

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Quae Cummings, *Pembroke*
Phyliss B. King, *Garner*
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Post Office Box 11024 • Winston-Salem, North Carolina 27116-1024

Telephone: (336) 725-0202 • Fax: (336) 725-0449

- Ministry authorized by the Convention, November 14, 1950
- First Community, Resthaven, Winston-Salem, Opened March 16, 1951
- Incorporated as North Carolina Baptist Homes for the Aging, Inc., May 30, 1951
- Name changed to Baptist Retirement Homes of North Carolina, Incorporated, November, 1983

First Superintendent: James M. Hayes, Elected January 9, 1951

Second President: William A. Poole, July 1, 1960 until November 1, 1984

Third President: William B. Stillerman, 1985 until present

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Chair: James E. Daniel

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Sandra P. Adams, *Winston-Salem*
Truett A. Grant, *Greensboro*
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Daniel R. Odom, *High Point*
Robert G. Singletary, *Raleigh*

Terms Expiring in 2005

James E. Daniel, *Charlotte*
Lee M. Kirby, Jr., *Raleigh*
Camilla W. McConnell, *Waynesville*
Michael Shook, *Clinton*
Ann P. Whitmire, *Mill Spring*

Terms Expiring in 2006

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Madison E. Bullard, Jr., *Raleigh*
Brady W. Dickson, *Mt. Gilead*
Beth Tyner Jones, *Lillinton*
Al Lyerly, *Monroe*

Terms Expiring in 2007

Frank B. Holding, Jr., *Raleigh*
J. Phil Kennett, *Colfax*
Kenneth W. Massey, *Greensboro*
Phillip R. Feagan, *Columbus*
Samuel R. Moore, *Merry Hill*

NORTH CAROLINA BAPTIST HOSPITALS

Medical Center Boulevard • Winston-Salem, North Carolina 27157

Telephone: (336) 716-2011 • Fax: (336) 716-4204

- Authorized by Baptist State Convention of North Carolina, November 17, 1920
- Chartered, December 27, 1922
- Began operation, May 28, 1923

President: Len B. Preslar, Jr.

BOARD OF TRUSTEES

Chair: Roger C. Cothran

Terms Expiring in 2004

Marshall B. Bass, *Winston-Salem**
Larry C. Crawford, *Burlington**
H. Varnell Moore, *Greensboro**
Linwood L. Davis, *Winston-Salem*
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Gerald H. Quinn, *Warsaw*

Terms Expiring in 2006

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Terms Expiring in 2005

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Terms Expiring in 2007

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Anita R. Metcalf, *Candler*
Charles B. Dean, Jr., *Rockingham*
Sheree B. Watson, *Hickory*
**Denotes Trustees elected by Baptist Hospital Board*

BIBLICAL RECORDER, INC.

- Founded in 1833 by Thomas Meredith in Edenton
- Moved to New Bern in 1835; then to Raleigh, in 1838
- Publication suspended in 1841, but resumed in 1843
- Originally incorporated 1901 and owned by the Biblical Recorder Publishing Co. until purchased by the Baptist State Convention of North Carolina in 1938
- On January 4, 1939, the first issue was published by the Convention. Published Saturdays in Raleigh as the Journal of the Baptist State Convention of North Carolina

Editor/President: Tony W. Cartledge

BOARD OF DIRECTORS

Chair: Larry Locklear

Terms Expiring in 2004

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Terms Expiring in 2005

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Terms Expiring in 2006

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Terms Expiring in 2007

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Josephine Hendrix, *Hays*

THE NORTH CAROLINA BAPTIST FOUNDATION, INC.

- Authorized by Baptist State Convention, November 12, 1919
- Organized December 15, 1919 as first state Baptist Foundation
- First meeting of directors, November 17, 1920
- Asset value as of December 31, 2000, \$106,921,640.21
- Office located at 201 Convention Drive, Cary, North Carolina 27511

Executive Director: M. Clay Warf

BOARD OF DIRECTORS

Chair: Harold G. Koger

Terms Expiring in 2004

C. V. Bailes, *Roxboro*
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 Monica S. Vaughan, *Greensboro*

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Terms Expiring in 2006

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 Dean Baughn, *Rutherfordton*
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Terms Expiring in 2007

Burgess Marshbanks, *Buies Creek*
 David A. Smith, *Lexington*
 Conor Max Storey, *Salem*
 Robert H. Wainwright, *Oxford*
 Louise L. Walker, *Yadkinville*

CAMPBELL UNIVERSITY

- Opened as Buies' Creek Academy, January 5, 1887
- Became Buies' Creek Junior College, August 21, 1926
- Authorized by Baptist State Convention to become Campbell College December 17, 1926
- New Charter Campbell College adopted by Trustees, April 7, 1927
- Campbell College began a senior college program with the junior year class in 1961
- School of Law founded in 1976
- Graduate program in education launched in 1977
- Graduate program in business launched in 1978
- Became Campbell University on June 6, 1979
- School of Business founded in 1983
- School of Pharmacy and School of Education founded in 1985
- School of Divinity founded in 1995
- Reaffirmed by SACS as Level Five University in 2000
- Offers a foreign students summer program at Cardiff, Wales, and a program leading to a Bachelor of Science degree at Tunku Abdul Rahman College in Kuala Lumpur, Malaysia
- Offers additional educational programs at Fort Bragg, Goldsboro, Jacksonville, Raleigh, Rocky Mount, and Sanford

President: Jerry M. Wallace

BOARD OF TRUSTEES

Chair: Harold B. Wells

Terms Expiring in 2004

Raymond A. Bryan, Jr., *Goldsboro*
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 James H. Crossingham, Jr., *Mount Airy*
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 Dexter E. Floyd, *Kinston*
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 P. C. Purvis, *Fairmont*
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Sadie Neel, *Goldsboro*
Milford R. Quinn, *Warsaw*

Terms Expiring in 2008

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Thomas Fleming, *Tarboro*
Carl Garrison, *Lexington*
James Garver, *New Bern*
Colon S. Jackson, *Buies Creek*
Doris Myrick, *Greensboro*
Verna B. Respass, *Jacksonville*
Clyde J. Rhyde, *Sanford*
James W. Rose, *Benson*
Mark A. Saunders, *Holden Beach*
Edgar Thomas, Sr., *Lexington*
Clarence C. Willoughby, *Tabor City*

CHOWAN COLLEGE

- Founded and opened for students as Chowan Female Institute, October 11, 1848
- First called Chowan Female Collegiate Institute in 1851
- First called Chowan Baptist Female Institute in 1868
- Became Chowan College, May 17, 1910
- Became coeducational senior college, 1931
- Changed to a junior college, September, 1937
- Senior college status, Fall, 1992

President: M. Christopher White

BOARD OF TRUSTEES

Chair: Hugh C. Vincent

Terms Expiring in 2004

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Mary Anne Croom, *Aboskie*
Margaret F. Deloatch, *Murfreesboro*
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Terms Expiring in 2006

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Austine O. Evans, *Aboskie*
Wesley S. Hauser, *East Bend*
Lawrence P. Hollister, *Mosley, VA*
James W. Mason, *Harrellsville*
Brenda S. Tinkham, *Murfreesboro*
Jesse E. Vaughan, *Murfreesboro*
Linda B. Weaver, *Henderson*
Richard S. Winstead, *Roanoke, VA*

GARDNER-WEBB UNIVERSITY

- Chartered first as Boiling Springs High School, Incorporated, December 2, 1905
- Opened as Boiling Springs Junior College, September 3, 1928
- The name was changed and a new charter granted to Gardner-Webb Junior College, Inc., June, 1942
- Charter amended in conformity to the Constitution of the North Carolina Baptist State Convention, November, 1946
- Admitted to the North Carolina Baptist State Convention at the Convention held in Asheville, November 21, 1946
- Gardner-Webb College became a fully accredited senior college December 1, 1971
- Gardner-Webb became Gardner-Webb University on January 1, 1993
- Charter amended in conformity to the Constitution of the North Carolina Baptist State Convention October, 1993
- Offers the Associate in Arts Degree, Bachelor of Arts, Bachelor of Science, Associate and Bachelor Degrees in Nursing, Master of Arts Degree, Master of Divinity Degree, Master of Business Administration Degree, and Master of Divinity/Master of Business Administration Degree, Doctor of Ministry Degree and Doctor of Education Degree

President: Frank R. Campbell

BOARD OF TRUSTEES

Chair: C. Neal Alexander, Jr.

Terms Expiring in 2004

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Helen M. Stinson, *Greensboro*
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Terms Expiring in 2008

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W. Andy Blanton, *Forest City*
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C. Lorence Henderson, *Morganton*
J. Hayden James, *Raleigh*
Leland A. Kerr, *Shelby*
Thomas E. Philson, *Charlotte*
James E. Robbins, *Forest City*
Wade Shepherd, *Hickory*

MARS HILL COLLEGE

- First commencement or exhibition as French Broad Baptist Institute, July 4, 1856
- Chartered Mars Hill College, February 16, 1859
- Opened as Mars Hill Junior College, August 14, 1922
- Mars Hill College began a senior college program with the junior year class of 1962

President: Dan G. Lunsford

BOARD OF TRUSTEES

Chair: Troy L. Day

Terms Expiring in 2004

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Jewel J. Easler, *Flat Rock*
Carolyn H. Ferguson, *Candler*
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Terms Expiring in 2005

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Troy L. Day, *Kannapolis*
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Paul P. Greene, *Asheville*
James E. Ramsey, *Mars Hill*

Terms Expiring in 2006

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Bruce W. Boyles, *Mooresville*
M. Kyle Carver, *Leicester*
Daniel G. Christian, *Hickory*
W. Henry Crouch, *Asheville*

Robert D. Garren, *Candler*
Brent B. Kincaid, *Lenoir*
Brian A. Lee, *Fayetteville*
W. Harold Newman, *Fayetteville*

Terms Expiring in 2007

Bonnie W. Adams, *Charlotte*
John S. Ayers, *Fayetteville*
Wilburn O. Brazil, Jr., *Asheville*
James I. Cauble, *Greenville, SC*
Michael Groce, *Newton*
Jack D. Lovin, *Robbinsville*
Ronald F. Martin, *Morganton*
Robert L. Merrill, *Brevard*
Joel L. Newsome, Jr., *Clemmons*

Terms Expiring in 2008

Sally Peterson Duyck, *Asheville*
Charles P. Ginn, *Boone*
Wayne Higgins, *Weaverville*
James L. Johnson, *Rowland*
William C. Mason, *Jacksonville*
Harold L. MacDonald, *Albemarle*
Larry D. Rhodes, *West Jefferson*
David B. Smith, *Lenoir*
James M. Stephens, *Greenville, SC*

WINGATE UNIVERSITY

- Authorized as Wingate School by Union Baptist Association, 1895
- Opened 1896; Chartered 1897
- In early days operated by local trustees from Union and surrounding Baptist associations
- Became a junior college in 1923
- In 1925 the Baptist State Convention of North Carolina assumed sponsorship
- In 1930 the Baptist State Convention of North Carolina withdrew and returned Wingate College to support by Union and other associations
- In 1949 the trustees were first appointed by the Baptist State Convention of North Carolina
- Became a senior college in 1977
- Began offering graduate work in 1985
- Became Wingate University in 1995

President: Jerry E. McGee

BOARD OF TRUSTEES

Chair: C. Thomas Wilson

Terms Expiring in 2004

Arnold A. Culbreth, Jr., *Greensboro*
Danny K. Davis, *High Point*
Amon L. Funderburk, *Winston-Salem*
Lanny E. Simpson, *Monroe*
Jimmy K. Stegall, *Monroe*
Donald C. Taft, *Charlotte*
Evelyn Taylor, *Southern Pines*
Thomas E. Williams, *Wingate*
Kenneth E. Yelton, *Concord*

Terms Expiring in 2005

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Thomas E. Cabaniss, *Kannapolis*
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J. Edwin Drew, *Macclesfield*
Mitchell Eudy, *Monroe*
Jack D. Phillips, *Albemarle*
Larry L. Raley, *Charlotte*
Albert Worley, *Fletcher*
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Terms Expiring in 2006

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Elaine D. Jenkins, *Denver*
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Hobart C. Smith, Jr., *Charlotte*
William H. Swan, *Mount Gilead*
Charles Tucker, *Charlotte*
Ryland Whitehorn, *Arden*

Terms Expiring in 2007

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James C. Furman, *Boone*
Resa L. Harris, *Charlotte*
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E. Lazelle Marks, *Rockingham*
Luther T. Moore, *Charlotte*
Walter F. Perry, *Wingate*
C. Thomas Wilson, *Charlotte*

Terms Expiring in 2008

Randy Calcutt, *Southern Pines*
Henry B. Gaye, *Marshville*
Don Hill, Sr., *Charlotte*
Joel P. Jenkins, *Charlottesville, VA*
Russell C. Jones, *Charlotte*
Harmon Joe King, Jr., *Charlotte*
Elizabeth H. Maddrey, *Eden*
Larry H. McGougan, *St. Pauls*
Tim Williams, *Monroe*

MEREDITH COLLEGE

- Incorporated as Baptist Female University of North Carolina, February 27, 1891
- Opened for students, September 27, 1899
- By legislative enactment became Baptist University for Women, January 20, 1905
- Became Meredith College by legislative enactment, January 24, 1910
- On November 11, 1997, the Baptist State Convention and Meredith College established a new relationship described in the Convention's Constitution as follows:

Article XII. Relationship with Historical Educational Institutions

Historical educational institutions shall mean Wake Forest University and Meredith College. The Baptist State Convention of North Carolina recognizes its historical relationship with each institution based on its founding of Wake Forest University in 1834 and Meredith College in 1891. Each historical educational institution is autonomous in its governance and its Board of Trustees shall be elected by the Board in accordance with such procedures as the Board may prescribe. The historical educational institutions shall not share in the distribution of Cooperative Program funds except scholarship funding for North Carolina Baptist Students which shall not exceed the amount each individual historical educational institution was receiving from the Baptist State Convention of North Carolina at the time the historical educational institution became autonomous in its governance.

President: Maureen Hartford

BOARD OF TRUSTEES

Chair: Eugene M. Langley, Jr.

WAKE FOREST UNIVERSITY

- Opened as Wake Forest Institute, February 3, 1834
- Chartered as Wake Forest College, Wake Forest, December 28, 1838
- Bowman Gray Medical School of Wake Forest College, Winston-Salem, officially opened July 1, 1941, and the first class of students began work, September 10, 1941
- Wake Forest College authorized by special session of Convention meeting in Greensboro, July 30, 1946 to move to Winston-Salem
- First session in Winston-Salem began with the summer term, June 18, 1956
- Wake Forest College became a university June 12, 1967
- On November 11, 1986, the Baptist State Convention and Wake Forest University established a new relationship described in the Convention's Constitution as follows:

Article XII. Relationship with Historical Educational Institutions

Historical educational institutions shall mean Wake Forest University and Meredith College. The Baptist State Convention of North Carolina recognizes its historical relationship with each institution based on its founding of Wake Forest University in 1834 and Meredith College in 1891. Each historical educational institution is autonomous in its governance and its Board of Trustees shall be elected by the Board in accordance with such procedures as the Board may prescribe. The historical educational institutions shall not share in the distribution of Cooperative Program funds except scholarship funding for North Carolina Baptist Students which shall not exceed the amount each individual historical educational institution was receiving from the Baptist State Convention of North Carolina at the time the historical educational institution became autonomous in its governance.

President: Thomas K. Hearn, Jr.

BOARD OF TRUSTEES

Chair: Murray Greason

STATISTICAL REPORT FOR NC BAPTIST COLLEGES AND UNIVERSITIES 2003-2004

Institution	President	Post Office	Faculty & Administration		*Enrollment '02-'03		Special Non-Credit	Ministerial Students	Other Church Related Vocational Students	2003-2004 College Graduates
			Faculty & Administration		College	School				
Campbell University	Jerry M. Wallace	Butes Creek	a. 218 b. 119 c. 5		3,883	1,840		291	100	1,521
Chowan College	M. Christopher White	Murfreesboro	a. 49 b. 30 c. 7		764	78		12	6	125
Gardner-Webb University	Frank R. Campbell	Boiling Springs	a. 126 b. 199 c. 37		3,113	1,552		95	59	1,136
Mars Hill College	Dan G. Lunsford	Mars Hill	a. 75 b. 63 c. 37		1,218	194		13	10	241
Wingate University	Jerry E. McGee	Wingate	a. 88 b. 63 c. 47		1,412	158		14		296
a. Full time faculty b. Part-time faculty c. College/University Administration *Full-time equivalent		Totals	a. 556 b. 445 c. 128		10,392	3,842		425	175	3,319

Grand total enrollment 2003-2004: 14,234

CONVENTION AUXILIARIES & ORGANIZATIONS

WOMAN'S MISSIONARY UNION

Auxiliary to the Baptist State Convention

Officers for 2004

President: Sandra Jones, *Whittier*

First Vice President: Mary B. Hunt, *Pembroke*

Second Vice President: Delores Thomas,
Peachland

Recording Secretary:

Wendy Case, *Rutherfordton*

Assistant Recording Secretary:

Beth McDonald, *Rockingham*

NC BAPTIST MEN

Auxiliary to the Baptist State Convention

Officers for 2004

President: Jim Burchette, *Raleigh*

Vice President, East: Johnny Ross, *Bolivia*

Vice President, Piedmont: Don Taft, *Charlotte*

Vice President, West: Robert Stroup, *Spruce Pine*

Recording Secretary: John Freeman, *Raleigh*

Past President: George Crouch, *Charlotte*

NC BAPTIST DIRECTORS OF MISSIONS

Officers for 2004

President: Bob Bailey, *Eastern*

Vice President/Membership: Sandy Beck,
Carolina

Secretary/History: Mitchell Shields, *Truett*

Treasurer: Wayne Tuttle, *Pee Dee*

Membership Involvement: Sonny Reeves,
Blue Ridge

Budget & Audit: Harvey Sharpe, *Yancey*

Summer Program: David Phelps, *Atlantic*

Communications: vacant

NC BAPTIST PASTORS' CONFERENCE

Officers for 2004

President: James Walker, *Asheville*

President-elect: Allan Cox, *High Point*

Vice President: Perry Brindley, *Asheville*

Vice President-elect: David MacEachern, *Bat Cave*

Secretary/Treasurer: Dale Robertson, *Salisbury*

CHRISTIAN EDUCATORS OF NC

Officers for 2004

President: Cathy Hopkins, *Cary*

President-elect: Steve Zimmerman, *Mebane*

Treasurer: Clella Lee, *Fayetteville*

Secretary: Beth Thompson, *Greenville*

BSCNC Liaison: Phil Stone, *Cary*

NC BAPTIST MINISTERS' WIVES CONFERENCE

Officers for 2004

President: Susan Troutman, *Statesville*

Vice President: Beverly Williams, *Bakersville*

Secretary/Treasurer: Cindy Whitley, *Marshville*

Secretary/Treasurer Elect: Kim Gates,
Lincolnton

Publicity: Trish Coburn, *King*

Repeat Co-chairs: Brenda Hicks, *Supply*; Polly
Heafner, *Crossnore*

NC BAPTIST SECRETARIES

Officers for 2004

President: Teresa Almond, *Concord*

First Vice President Elect: Jean Sigmond,
Mebane

Second Vice President: Kay Hale, *Henderson*

Secretary/Treasurer: Gail Holland,
Winston-Salem

BAPTIST WOMEN IN MINISTRY

Officers for 2004

Convenor: Kay Simpson, *Dunn*

Convenor-elect: Melanie Mintz, *Knightdale*

Recording Secretary:

Susan Borwick, *Winston-Salem*

Membership Chair: Nancy Hunter, *Raleigh*

Historian: Fred Grissom, *Youngsville*

Treasurer: Velma Ferrell, *Chapel Hill*

SOUTHERN BAPTIST CONVENTION OFFICERS & REPRESENTATIVES

President: Bobby H. Welch, *118 North Palmetto Ave., Daytona Beach, FL 32114-3240*

First Vice President: Gerald Davidson, *2012 Missouri State Rd., Arnold, MO 63010*

Second Vice President: David Gill, *5000 Hiller Lane, Martinez CA 94553*

Recording Secretary: John L. Yeats, *PO Box 12130, Oklahoma City, OK 73157-2130*

Registration Secretary: Jim Wells, *3107 N. 30TH Street, Ozark MO, 65721*

Treasurer: Morris H. Chapman, *901 Commerce Street, Nashville TN 37203*

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Jack E. (Eddie) Ferguson, *Oxford*

Greg T. Mathis, *Flat Rock*

Conley J. Bordeaux, *Monroe*

Al Gilbert, *Winston-Salem*

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Michael J. Barrett, *Pleasant Garden*

Paul D. Brown, *Burnsville*

Donna L. Nealy, *Boone*

William R. (Bill) Sanderson, *Wendell*

Tim Locher, *Hendersonville*

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Dennis P. Harrell, *Lumberton*

Willo'deane F. Tenery, *Mocksville*

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D. Eric Rich, *Red Springs*

Ronald C. Barber, *Wilmington*

John R. Biggs, *Raleigh*

GUIDESTONE FINANCIAL RESOURCES

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Barry D. Hartis, *Greensboro*

SOUTHERN BAPTIST THEOLOGICAL SEMINARY

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Timothy C. Horltd, *Valdese*

SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY

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David K Wagoner, *Charlotte*

Jack E. Fallaw, *Charlotte*

Coy C. Privette, *Kannapolis*

Jimmy R. Jacumin, *Connelly Springs*

William J. (Jack) Homesley, *Cornelius*

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Ted G. Stone, *Durham*

NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY

Travis "Eddie" Brackett, Jr., *Shelby*

GOLDEN GATE BAPTIST THEOLOGICAL SEMINARY

Clarence R. Johnson, *Charlotte*

MIDWESTERN BAPTIST THEOLOGICAL SEMINARY

Shannon Allen Scott, *Raleigh*

CHRISTIAN ETHICS & RELIGIOUS LIBERTY MINISTRIES

Jeffrey L. Isenhour, *Fayetteville*

BAPTIST WORLD ALLIANCE

Washington International Office

405 N Washington Street • Falls Church, Virginia 22406

Officers

President: Billy Jang Hwan Kim, *Korea*

General Secretary: Denton Lotz, *USA*

Treasurer: Clement Gimbert, *USA*

CONSTITUTION

PREAMBLE

For the declaration of its fundamental purposes and the permanent guidance and control of its activities, this body does adopt the following as its Constitution, to wit:

ARTICLE I. NAME

The name of this body is the Baptist State Convention of North Carolina.

ARTICLE II. PURPOSES

The purposes of this Convention shall be to assist the churches in their divinely appointed mission; to promote missions, evangelism, education, social services, the distribution of the Bible and sound religious literature; and to cooperate with the work of the Southern Baptist Convention. It is understood that the Convention works in partnership with the district associations in seeking to fulfill these purposes.

ARTICLE III. AUTHORITY

While independent and sovereign in its own sphere, this Convention does not claim and will never attempt to exercise any authority over any other Baptist body, whether church, auxiliary organizations, association, or Convention.

ARTICLE IV. COMPOSITION

This Convention shall be composed of:

- A. Those messengers who have been duly elected by cooperating churches, have been duly registered by the Committee on Enrollment, and are in attendance at the annual session.
 1. The number of messengers to which a cooperating church is entitled may be determined on either a numerical or financial basis:
 - a. On a numerical basis: every cooperating church shall be allowed two (2) messengers and one (1) additional messenger for every one hundred (100) members or major fraction thereof, beyond the first one hundred (100) members; provided that to have more than two (2) messengers, the cooperating church financially supports the Cooperative Program of this Convention by giving at least one percent (1%) of undesignated budget gifts through the Cooperative Program of this Convention; for the purposes of this calculation, funds used as matching funds for the expanded annuity shall not be considered.
 - b. On a financial basis: every cooperating church giving five percent (5%) of undesignated budget gifts through the Cooperative Program shall have two (2) messengers and one (1) additional messenger for every one percent (1%) beyond the initial five percent (5%).
 2. Messengers shall be resident members of a cooperating church.
 3. A cooperating church shall be one that financially supports any program, institution, or agency of this Convention, and which is in friendly cooperation with this Convention and sympathetic with its purposes and work.
 4. No church shall be entitled under any circumstances to elect more than ten (10) messengers; and
- B. The officers of this Convention, the members of the General Board, the three trustees of the Baptist State Convention, the editor of the Biblical Recorder, the President of the Woman's Missionary Union, and the President of the North Carolina Baptist Men.

This amendment will be effective beginning for messengers elected for the annual convention to be held in 2000.

ARTICLE V. MEETINGS

This Convention shall convene annually on Monday after the second Sunday in November. In case of emergency or unusual circumstances, the General Board is empowered to change the time or place of meeting, cancel the sessions of the Convention, or call a special meeting by a vote of two-thirds of the members present when the vote is taken.

ARTICLE VI. OFFICERS

The officers of this Convention shall be a President, a First Vice-President, a Second Vice-President, a Recording Secretary, an Assistant Recording Secretary, an Executive Director-Treasurer, three Trustees, and Parliamentarian(s). The President shall appoint the Parliamentarian(s), who will serve at the pleasure of the President.

A. President, Vice-Presidents and Trustees

The terms of the President, the Vice-Presidents, and Trustees shall commence at the conclusion of the annual session at which they are elected and continue until the close of the next annual session of this Convention. The President and Vice-Presidents may not be elected for more than two (2) consecutive terms in the same office. A vacancy in the office of President shall be filled by the Vice-Presidents succeeding to the office in order of their rank. The President shall serve as an ex officio voting member on all Convention committees.

B. Recording Secretary and Assistant Recording Secretary

The terms of the Recording Secretary and the Assistant Recording Secretary shall commence on the first day of May following the annual session at which they are elected and continue until the first day of May in the following year.

A vacancy in any of the above mentioned offices (in A and B), except that of President, occurring between sessions of this Convention may be filled by the General Board.

C. Executive Director-Treasurer

1. In cases of a vacancy in the office of Executive Director-Treasurer, the General Board shall nominate a person to this Convention to fill this office.
2. Opportunity shall be given to receive additional nominations from the floor of the Convention.
3. The person receiving the majority of votes cast shall be declared elected. Upon election the Executive Director-Treasurer shall hold office for an indefinite period, with retirement to take effect based upon policies established by the Executive Committee and approved by the General Board.
4. In case the position of Executive Director-Treasurer becomes vacant between sessions of this Convention, the General Board, upon the recommendation of its Executive Committee, shall name an acting Executive Director-Treasurer to serve until the next regular session of this Convention.

The Executive Director-Treasurer is the chief executive officer of the General Board staff, the chief budget officer of the General Board staff, the chief professional adviser of the General Board and its committees, the Executive Director-Treasurer of the General Board and this Convention, and one of the denomination's spiritual leaders, providing statewide guidance and inspiration.

The Executive Director-Treasurer shall serve as an ex officio non-voting member on all committees and shall aid the committees by furnishing information, printed materials and needed guidance for their work.

ARTICLE VII. TRUSTEES OF THE CONVENTION

The General Board shall nominate three (3) trustees to be elected by this Convention in annual session. These trustees may succeed themselves, if nominated and elected, and will continue in office until their successors have been elected. The trustees shall hold title to the property of this Convention and convey and use the same as directed by this Convention, its General Board or Executive Committee. They shall execute obligations only in behalf of and as ordered by this Convention. They shall have the powers granted to trustees of religious societies by the laws of the State of North Carolina, but subject always to the limitations imposed by this Constitution and by action of this Convention, its General Board or Executive Committee. They shall require the treasurer of this Convention to give suitable bond, with corporate security and in adequate amount as determined by the General Board, and they shall cause such bonds to be safely kept. The trustees are authorized to remove the treasurer from office should he fail for a period of ten (10) days or longer to maintain such a bond. The trustees shall make full, detailed reports to the annual session of this Convention and at other times if requested by the General Board. They shall safely keep the seal of this Convention and affix it only as authorized by this Convention, its General Board or Executive Committee. The seal shall be circular in form and shall bear the words:

"Trustees of the Baptist State Convention of North Carolina Incorporated 1893. SEAL."

The trustees shall keep full minutes of all their meetings and preserve the same in permanent form. They shall elect their own chairperson and secretary. Any vacancy occurring in their membership between sessions of this Convention shall be filled by the General Board.

ARTICLE VIII. THE GENERAL BOARD

A. Membership

1. All members of the General Board shall be active resident members of cooperating churches as defined in Article IV.A.3. For the purpose of achieving equitable geographical distribution, one (1) member shall be elected from each region; one (1) additional member shall be elected from each region for every ten thousand (10,000) resident members or additional fraction thereof, based on the most recent tabulation of annual church profiles as recorded by the Convention offices. Members shall be nominated by the Committee on Nominations, with a limit of one (1) member from any church, and with careful attention to equitable geographical distribution within each region. The regions shall be those which have appeared on a map of North Carolina which has been printed in the Convention Annual each year since 1938. Each member shall be considered as being from the region in which his or her church's principal place of worship is located.
2. The President and First and Second Vice-Presidents of this Convention shall be ex officio voting members of the General Board and its Executive Committee.
3. The Executive Director-Treasurer and the Recording Secretary shall be ex officio non-voting members.
4. The state Woman's Missionary Union President and the North Carolina Baptist Men's President shall be ex officio voting members.
5. Members of the Executive Committee of the Southern Baptist Convention, from the Baptist State Convention of North Carolina, who are not then serving as elected members of the General Board shall be ex officio non-voting members of the General Board.
6. No one who is employed by this Convention, the General Board or any institution or agency of this Convention, whether the salary be total or supplemented, shall be eligible for membership on the General Board except as an ex officio member.
7. In the event members move from the region from which they were elected, their membership shall serve through the remainder of the calendar year. The membership of those moving from the state shall be terminated upon the date of the move from the state. In the event a member fails to attend at least one (1) meeting of the General Board in a calendar year, without giving due notice of the absence, the membership shall immediately terminate.
8. Any vacancy on the General Board occurring between annual sessions of this Convention may be filled by the Executive Committee upon recommendation of the Committee on Nominations. Those elected shall serve through the remainder of the calendar year. This Convention shall at its next annual session fill the vacancy for the unexpired term.
9. The President, First and Second Vice-Presidents, the Recording Secretary and the Executive Director-Treasurer of this Convention, the state Woman's Missionary Union President and the North Carolina Baptist Men's President shall not be used in determining the number of members from a region or a church.

B. Election

1. The Committee on Nominations, as directed by the Bylaws of this Convention and in keeping with Baptist policies and practices, shall present to the annual session a slate of nominees for election, and after opportunity for further nominations from the floor is given, the members shall be elected by this Convention in session.
2. Board members shall be elected for a term of four (4) years with, as nearly as may be possible, one-fourth (1/4) of the membership being elected at each annual session, provided, however, that any such board member who shall have been elected to fill a vacancy of less than two (2) years, shall be eligible to be re-elected to a full term.
3. No person shall be eligible to succeed himself/herself on the General Board after serving a full term of four (4) years until one (1) full term has elapsed.

C. Powers and Functions

Except as specifically limited by the Constitution, the General Board shall have the power to act for this Convention in the interim between sessions, and shall have general supervision of all agencies and institutions fostered and supported by this Convention.

D. Agency of the General Board

FRUITLAND BAPTIST BIBLE INSTITUTE. The Fruitland Baptist Bible Institute is an agency of the General Board. The Institute exists to prepare persons for whom study in a college or seminary is not presently appropriate for the Christian ministries into which they are called. It further serves to encourage some to further training in college and/or seminary.

E. Governmental Relations

Neither this Convention, nor any institution or agency, owned or supported in whole or in part by this Convention, shall accept or receive, directly or indirectly, any gift, grant, or aid from the Federal or State governments or any governmental agency, except for definite and full services rendered by the Convention, institution or agency in keeping with the guidelines established by the General Board upon recommendations of its Services Rendered Committee, and reported in full to the General Board.

ARTICLE IX. INSTITUTIONS, AGENCIES AND COUNCILS OF THE CONVENTION

The Baptist State Convention fosters and supports institutions and agencies for the purpose of assisting the churches in their divinely appointed mission of evangelism, education, missions and ministry.

A. Institutions and Agencies

1. Educational Institutions

- a. Campbell University
- b. Chowan College
- c. Gardner-Webb University
- d. Mars Hill College
- e. Wingate University

2. Social Service Institutions

- a. Baptist Children's Homes of North Carolina, Inc.
- b. Baptist Retirement Homes of North Carolina, Inc.
- c. Baptist Hospitals of North Carolina, Inc.

3. Agencies

- a. *Biblical Recorder, Inc.*
- b. North Carolina Baptist Foundation, Inc.

B. Trustees and Directors of the Convention's Institutions and Agencies

The charter of every institution or agency owned or supported in whole or in part by this Convention shall contain the following provisions:

1. The Baptist State Convention of North Carolina shall elect the trustees and directors of the institutions and agencies listed above for terms of four (4) years. At the first election by this Convention, one-fourth (1/4) of the board of trustees or directors shall be elected to serve for one (1) year, one fourth (1/4) for two (2) years, one-fourth (1/4) for three (3) years, and the remaining one-fourth (1/4) for four (4) years. At each subsequent regular annual session of this Convention, one-fourth (1/4) of the board of trustees or directors of the institutions and agencies listed above shall be elected by this Convention to succeed the retiring members of said board.
2. Any College may have one ex officio trustee representing the College's alumni/alumnae who is an active Christian church member. This trustee shall be elected annually by the College's Board of Trustees and shall serve no more than four consecutive one-year terms. This appointment shall be in addition to the usual number of trustees constituting the full membership of the College's Board.

3. The trustees and directors shall be responsible to this Convention for the operation of its institutions or agencies in accordance with Baptist principles; report of work done and undertaken shall be made annually to this Convention; any change in the charter of any institution or agency which would affect, alter or change the purpose of the institution or agency or the relationship of the institution or agency or its board of trustees to this Convention shall have the prior approval of this Convention. No program shall be inaugurated which might involve this Convention directly or indirectly in a debt, without securing the prior approval of this Convention.
4. At least three-fourths (3/4) of the members of the board of trustees or directors of each institution or agency listed above shall be residents of the State of North Carolina and members of churches cooperating with this Convention. Up to one-fourth (1/4) of the members of the board of trustees or directors of each institution or agency listed above may be Baptists from outside North Carolina who are members of churches cooperating with a Baptist State Convention affiliated with the Southern Baptist Convention. For trustees or directors from outside North Carolina, each institution or agency will be required to furnish to the Committee on Nominations a letter of endorsement from the nominee's church.
5. If for any reason a member of a board shall cease to be a member of a church cooperating with this Convention or shall remove residence from the State, membership on any board shall be thereby terminated. Any vacancy on a board may be filled by recommendation of the Committee on Nominations to the Executive Committee until the next regular annual session of this Convention, and this Convention shall at its next regular annual session fill the vacancy for the unexpired term. The board of trustees or directors of the institutions and agencies listed above by affirmative vote of three-fourths (3/4) of the entire membership given in regular annual meeting or in a special meeting called for the purpose, shall have the power to remove from office any trustee or director of such institutions and agencies listed above for cause considered sufficient by such board, but only after reasonable notice to such trustee or director, and opportunity to be heard by the Board. This Convention shall have the right to remove any trustee or director for cause considered sufficient by this Convention, but only after reasonable notice to such trustee or director, and opportunity for the trustee to be heard by this Convention. Notice of such contemplated action and hearing by this Convention may be given by the Executive Committee of the General Board of the Convention.
6. The trustees or directors of the institutions and agencies of this Convention shall be elected by this Convention after receiving nominations from this Convention's Committee on Nominations or from the floor. Each institution or agency may choose to nominate up to fifty percent (50%) of its trustees with the assurance that in the event the Convention does not elect one of these nominees the institution or agency alone shall have the right to nominate another person for the vacancy. Whenever an institution or agency exercises this option in regard to a certain percentage of its total number of trustees, never more than fifty percent (50%), the General Board, upon the recommendation of its Budget Committee, shall reduce the Cooperative Program funds allocated to that institution or agency by the same percentage and shall make recommendations to the Convention, through the proposed annual budget, as to how such funds may be used to accomplish other significant tasks of the Convention, its institutions or agencies. Any reversal of this process involving restoration of any Cooperative Program funds will be subject to budgetary limitations and must have the approval of the Budget Committee of the General Board, of the General Board, and of this Convention. The trustees or directors of each institution or agency of this Convention shall make an annual report, no later than February 1 of each year, notifying the Committee on Nominations of the Convention and the Budget Committee of the General Board concerning the exercising of such an option and of all vacancies to be filled. Each such nominee must be a member of a church cooperating with this Convention or a church cooperating with a Baptist State Convention which is affiliated with the Southern Baptist Convention, and each institution or agency will be required to furnish to the Committee on Nominations a letter of endorsement from the nominee's church. In no case shall more than twenty-five percent (25%) of the trustees of an institution or agency be from outside North Carolina. Trustees thus nominated by the institutions or agencies will not be subject to the requirements of Bylaw II.E.4. Any institution or agency exercising this option will forfeit the privilege extended in Article IX.B.3 above.

7. The members of the boards of trustees and directors of the institutions and agencies of this Convention shall be distributed as widely as practicable. The term of office of a trustee who has not resigned, died, become disqualified, or been removed shall not expire until a successor shall have been duly elected and qualified.

No individual shall serve on the board of an institution or agency of this Convention who at the same time is holding membership on the board of any other institution, agency, or on the General Board. No individual who is employed by this Convention, the General Board or any institution or agency of this Convention, whether the salary be total or supplemental, shall serve on the General Board or the board of trustees or directors of any institution or agency.

C. Agencies

1. *Biblical Recorder, Inc.*

The *Biblical Recorder* is the journal of the Baptist State Convention of North Carolina. According to its charter, the publication is "to maintain and safeguard the inalienable rights and privileges of a free press, these rights and privileges being consistent with the traditional Baptist emphasis upon the freedom, under Christ, of both the human spirit and Baptist churches." The *Biblical Recorder* shall be operated by sixteen (16) directors who shall serve four-year (4) terms. One-fourth (1/4) of the directors shall be elected annually by this Convention.

2. North Carolina Baptist Foundation, Inc.

The Baptist Foundation shall be operated by twenty (20) directors who shall serve for four-year (4) terms. One-fourth (1/4) of the directors shall be elected annually by this Convention. The purposes of the Foundation shall be to receive, hold, and administer donations of money and property which charitable-minded persons may leave to it from time-to-time.

D. Councils of the Convention

1. Council on Christian Higher Education

The Council will work with the Executive Director of the Council to provide an effective program for the five (5) Baptist colleges and universities without in any way hindering the trustee operation of any one of them.

- a. The Council shall consist of not more than ten (10) members of the General Board. The ten (10), or less, members will be the same persons who are serving on the Christian Higher Education Committee of the General Board. Also, the Council consists of the following associate, voting members: the president, dean, and chairperson of the trustees of each of the colleges and universities receiving funds from the Convention. The Executive Director of the Council on Christian Higher Education serves as an ex officio non-voting member.
- b. The chairperson shall be elected from one of the ten (10), or less, members of the General Board. The chairperson of the Christian Higher Education Committee shall be President of the Council, and also be a member of the Executive Committee of the General Board. The duties and powers of the Council shall be fixed by the Bylaws of the Convention.
- c. No member of the Council who occupies a salaried position with the Convention, its institutions, or its auxiliaries shall have a vote on appropriations that may be made to the institutions. All recommended appropriations shall be subject to the approval of the General Board.

2. Council on Christian Social Services

The Council will work to provide a well-integrated program for the Children's Homes, Retirement Homes, and Hospital without in any way hindering the trustee operation of any one of them.

- a. The Council shall consist of not more than ten (10) members of the General Board. The ten (10), or less, members will be the same persons serving on the Christian Social Services Committee of the General Board. Also, the Council consists of the following associate, voting members: President of the Baptist Children's Homes of North Carolina, Inc.; the President of Baptist Retirement Homes of North Carolina, Inc.; the President of North Carolina Baptist Hospitals, Inc.; the Director of the School of Pastoral Care; and the President or chairperson of the trustees of each institution.

- b. The chairperson of the Christian Social Services Committee shall be elected from one of the ten (10), or less, General Board members. The chairperson of the Committee will be the President of the Council, and be a member of the Executive Committee of the General Board. The duties and powers of the Council shall be fixed by the Bylaws of the Convention.
 - c. Representatives on the Council from the institutions will not have voting power in the allocation of funds. No member of the Council who occupies a salaried position with this Convention, its institutions, or its auxiliaries shall have a vote on appropriations that may be made to the institutions. All recommendations for appropriations shall be subject to the approval of the General Board.
3. Council on Christian Life and Public Affairs
- a. The Council shall consist of not more than ten (10) members of the General Board, and twelve (12) at-large members serving a four- (4) year term. The ten (10), or less, members will be the same persons serving on the Christian Life and Public Affairs Committee of the General Board. The at-large members are to be from across the state and are to be nominated by the Committee on Nominations and elected by the Convention. Also, the following serve as associate, voting members: Editors of the Biblical Recorder and Charity and Children, and two (2) college students elected by the state student convention for a two-year (2) term. Four (4) of the twelve (12) at-large members are to be from the staff and faculty of Baptist theological schools located in North Carolina, North Carolina Baptist Social Service Institutions, and North Carolina Baptist colleges and universities. The remaining eight (8) are to have an interest in and understanding of the field of practical Christian living.
 - b. The chairperson of the Council shall be elected from one of the ten (10), or less, General Board members. The chairperson of the Committee will be the President of the Council, and be a member of the Executive Committee of the General Board. The duties and powers of the Council shall be fixed by the Bylaws of the Convention.
 - c. Representatives on the Council from the institutions will not have voting power in the allocation of funds. No member of the Council who occupies a salaried position with this Convention, its institutions, or its auxiliaries shall have a vote on appropriations that may be made to the institutions; and all appropriations agreed upon shall be subject to the approval of the General Board.
 - d. The Council shall have an Executive Committee with authority to carry on the work of the Council between regular meetings. The Executive Committee shall consist of the Executive Director of the Council, the President of the Council, and three (3) members-at-large elected by the Council.

ARTICLE X. CONCERNING DEBTS

A. Borrowings by Convention

All borrowings by this Convention for its own use shall only be authorized on the following terms and conditions:

- 1. The Executive Committee of the General Board may authorize the Convention to borrow money in anticipation of current revenue, provided that (a) the entire balance of such borrowing shall be repaid by the end of the current fiscal year; and (b) such borrowing does not require this Convention to encumber any of its property.
- 2. The General Board may authorize the Convention to borrow money in anticipation of current revenue, provided that (a) any unpaid balance of such borrowing at the end of the current fiscal year shall be provided for in and made a part of the budget for the subsequent fiscal year; and (b) such borrowing does not require this Convention to encumber any of its property.
- 3. The Convention shall approve by a majority vote at its annual meeting or a special meeting any borrowing by the Convention not specifically authorized under Paragraphs 1 and 2 above or that requires the Convention to encumber any of its property.

B. Convention's Guaranty of Borrowing by an Institution or Agency

1. The Executive Committee may authorize the Convention to guaranty the borrowing of an institution or agency described in Article IX above, provided that (a) such borrowing shall be repaid in full by the end of the current fiscal year of the Convention; (b) the total amount of such borrowing guaranteed by the Convention shall be less than \$500,000; and (c) such guaranty shall not require this Convention to encumber any of its property.
 2. The General Board may authorize the Convention to guaranty the borrowing of an agency or institution described in Article IX above, provided that (a) such borrowing shall be repaid in full at the end of the subsequent fiscal year of the Convention, any unpaid balance of such borrowing at the end of the current fiscal year of the Convention shall be provided for in and made a part of the budget of such institution or agency for the Convention's subsequent fiscal year; (b) the total amount of such borrowing guaranteed by the Convention shall be less than \$2,000,000; and (c) such guaranty shall not require this Convention to encumber any of its property.
 3. The Convention shall approve by a majority vote at its annual meeting or a special meeting any guaranty by the Convention of any borrowing by any of the institutions or agencies described in Article IX above not specifically authorized under Paragraphs 1 or 2 above or that require the Convention to encumber any of its property.
- C. Convention Approval of Borrowings or Guaranties.
1. Any motion which proposes the borrowing of money, the guaranty of borrowing by an institution or agency, or the encumbrance of Convention property which requires Convention approval shall set forth all pertinent facts and a definite schedule for repayment of the borrowing or other obligations. Such motions shall be sent to the Executive Committee and the General Board for recommendation to this Convention not less than 45 days in advance of the meeting of the Convention during which it is proposed that action be taken on such motion. These recommendations shall be included in the General Board's report and shall be subject to the rules concerning the adoption of that report.
 2. Notice of any motion involving proposed borrowing of money, guaranty of borrowing by an institution or agency, or the encumbrance of Convention property requiring Convention approval shall appear in the Biblical Recorder in three (3) separate issues in advance of the meeting of this Convention during which it is proposed that action be taken on such motion.
- D. Borrowings by Institutions and Agencies of the Convention

Upon approval of its trustees in accordance with its articles and by-laws, any institution and agency described in Article IX above shall have the authority to borrow money without approval of the Convention, General Board or Executive Committee; provided that the Convention will not directly or indirectly be involved in or liable for such borrowing.

ARTICLE XI. FISCAL YEAR

This Convention's fiscal year shall close on the Friday after the last Sunday of the year.

ARTICLE XII. ADOPTION OR TERMINATION OF ACTIVITIES; ESTABLISHMENT OR TERMINATION OR SEVERANCE OF INSTITUTIONS, AGENCIES OR COUNCILS

A. Adoption or Termination of Activities

Proposals concerning a new work or activity not already being carried on by this Convention or termination of any current work or activity shall be presented to the trustees, directors, or members of the appropriate agency, council, or committee for action or recommendation as may be necessary. If the new work shall not be undertaken for lack of funds, lack of authority, or for any other reason, or if the current activity shall not be terminated as requested, the proponent may present the same to this Convention at its regular meeting as set forth hereinafter in Paragraph C.

B. Establishment or Termination or Severance of an Institution, Agency or Council

Proposals concerning the establishment of a new Institution, Agency, or Council, or the termination or severance of any Institution, Agency or Council shall be presented to this Convention in annual session. If this Convention, by majority vote, agrees that the proposal should be further considered, the procedures of Paragraph C below shall be favored.

C. Proposal Referred to General Board

Upon presentation of a proposal of Paragraph A above, or upon the vote of this Convention to further consider a proposal under Paragraph B above, this Convention's president shall refer the proposal to the General Board for a detailed study. No final action on any such proposal shall be taken at the Convention at which such proposal is first made.

ARTICLE XIII. AUXILIARIES

The Woman's Missionary Union of North Carolina and the North Carolina Baptist Men are recognized as auxiliaries of this Convention.

ARTICLE XIV. RELATIONSHIP WITH HISTORICAL EDUCATIONAL INSTITUTIONS

Historical educational institutions shall mean Wake Forest University and Meredith College. The Baptist State Convention of North Carolina recognizes its historical relationship with each institution based on its founding of Wake Forest University in 1834 and Meredith College in 1891. Each historical educational institution is autonomous in its governance and its Board of Trustees shall be elected by the Board in accordance with such procedures as the Board may prescribe. The historical educational institutions shall not share in the distribution of Cooperative Program funds except scholarship funding for North Carolina Baptist Students which shall not exceed the amount each individual historical educational institution was receiving from the Baptist State Convention of North Carolina at the time the historical educational institution became autonomous in its governance.

ARTICLE XV. RELATIONSHIP WITH THE NORTH CAROLINA BAPTIST HOSPITALS, INCORPORATED

The North Carolina Baptist Hospitals, Incorporated, will have a voluntary relationship as an institution of the Baptist State Convention as provided exclusively in this Article XV, any other provisions of this Constitution to the contrary notwithstanding.

The Convention and the Hospital shall each elect one-half of the members of the Hospital's board of trustees for terms of four years. By way of transition, for 1998 and 1999 the Hospital shall elect six trustees each year, three for four-year terms and three for two-year terms. For 2000 and 2001 the Convention shall elect six trustees each year, three for four-year terms and three for two-year terms, and the Hospital shall elect three trustees for four-year terms. For 2002 and thereafter the Hospital shall elect three trustees each year, and the Convention shall elect three trustees, each for four-year terms.

At least one-half of the trustees of the Hospital shall be residents of the State of North Carolina and members of churches cooperating with the Convention.

If for any reason a trustee elected by the Convention shall cease to be a member of a church cooperating with the Convention or shall remove residence from the State (unless in the latter case the nonresident trustee becomes a member of a church cooperating with a Baptist State Convention affiliated with the Southern Baptist Convention, and there would be no more than one-fourth of the Hospital trustees who are nonresidents of North Carolina), membership on the Hospital board shall be thereby terminated. Any vacancy on the Hospital board resulting from the departure of a trustee elected by the Convention, may be filled by a recommendation of the Committee on Nominations to the Executive Committee until the next regular annual session of the Convention, and the Convention shall at its next regular annual session fill the vacancy for the unexpired term.

The Convention shall have the right to remove any trustee elected by the Convention, for cause considered sufficient by the Convention, but only after reasonable notice to the trustee and an opportunity for the trustee to be heard by the Convention. Notice of the contemplated action and hearing by the Convention may be given by the Executive Committee of the General Board of the Convention.

The term of office of a trustee elected by the Convention who has not resigned, died, become disqualified or been removed, shall not expire until a successor shall have been duly elected and qualified.

The committee of the Hospital's board of trustees that oversees the School of Pastoral Care shall have as its members only trustees who have been elected by the Convention.

No individual elected by the Convention shall serve on the Hospital board who at the same time is holding membership on the board of any other institution, agency, or on the General Board. No individual who is employed by the Convention, the General Board or any institution or agency of the Convention, whether

the salary be total or supplemental, shall be elected by the Convention to serve on the board of trustees of the Hospital.

No program shall be inaugurated by the Hospital which might involve the Convention directly or indirectly in a debt, without securing the prior approval of the Convention.

ARTICLE XVI. RELATIONSHIP WITH THE NORTH CAROLINA BAPTIST ASSOCIATIONAL MISSIONS CONFERENCE

The Baptist State Convention of North Carolina and the North Carolina Baptist Associational Missions Conference shall have a fraternal, voluntary, partnership relationship under which each is autonomous in governance. The partnership between the General Board staff of the Convention and the Conference, comprised of Directors of Missions/Associational Missionaries of the district associations, is a covenant relationship which recognizes their interdependent roles, purposes and missions, and their mutual goal of assisting churches in fulfilling the great commission. The President of the Conference will serve as a member of the Executive Committee of the General Board.

The nature of the partnership consists of:

- a. Mutual trust and cooperation to assist churches;
- b. Cooperative planning with churches;
- c. A process of sharing ideas and resources;
- d. An intentional approach to understand, trust, and accept each other as “laborers together” in the Kingdom; and
- e. A process for regularly evaluating the partnership and for regularly making adjustments as mutually deemed appropriate.

ARTICLE XVII. AMENDMENTS

This Constitution may be changed or amended on the Tuesday of any annual session of this Convention by a two-thirds (2/3) vote of the registered messengers present and voting when the vote is taken, provided that notice of any and all amendments to the Constitution shall appear in the *Biblical Recorder* in two (2) separate issues in advance of the meeting of this Convention in which the proposed action is to be taken.

ARTICLE XVIII. VALIDATE

The adoption of this new Constitution shall not invalidate any action validly taken by or in behalf of this Convention or any of its institutions or agencies prior to the date this new Constitution becomes effective.

BYLAWS

The work of this Convention shall be governed by the following bylaws:

I. DUTIES OF OFFICERS OF THIS CONVENTION

A. The President

The president shall preside over the deliberations of this Convention and discharge such other duties as are imposed upon the president by this Convention or as are incumbent on the presiding officer of a deliberative body. The president and vice-presidents shall serve as a nominating committee of three (3), chaired by the president, to recommend a Committee on Enrollment and Committee on Committees to the General Board for their election at its January meeting. The president may appoint other committees when so directed by the body. The president and vice-presidents shall serve as ex officio voting members of all Convention committees, the General Board, and its Executive Committee.

B. The Vice-Presidents

1. In the event of the death or incapacity of the president to serve, the vice-presidents shall succeed the president in the order of their rank; and so succeeding shall have and discharge the duties incumbent upon the president.
2. The vice-presidents shall serve on a nominating committee, chaired by the president, to recommend a Committee on Enrollment and a Committee on Committees to the General Board for their election

at its January meeting and shall serve as ex officio voting members of all Convention committees, the General Board and its Executive Committee.

C. The Recording Secretary

The Recording Secretary shall verify the draft of the proceedings of this Convention within forty-five (45) days of being provided a copy of the audio recording and a transcribed draft of the proceedings by the secretary of the General Board. The Assistant Recording Secretary will assist the Recording Secretary during a Convention year. In case of resignation or death of the Recording Secretary, the Assistant Recording Secretary will succeed to the office of Recording Secretary.

D. The Executive Director-Treasurer

1. The Executive Director-Treasurer of this Convention shall promote the whole program of this Convention, including Missions, Evangelism, Higher Education, and Social Services and may serve as adviser to all the institutions, agencies, and committees of this Convention. The Executive Director-Treasurer shall work under the direction of and be subject to the authority of the General Board and shall have administrative supervision of such work as shall be assigned by this Convention and/or its General Board.
2. In carrying out the responsibilities of each and all these functions, the Executive Director-Treasurer shall:
 - a. Coordinate and evaluate General Board programs with the help of the General Board and its Executive Committee;
 - b. Advise and otherwise assist the General Board, this Convention and their committees and subcommittees, including the provision of direct staff help in planning meetings, preparing agenda, presenting analyses, facts, and recommendations;
 - c. Plan, coordinate, and supervise the entire budgetary process (formulation, authorization, and administration) under the direction of the Executive Committee and where appropriate, this Convention;
 - d. Assume responsibility for the administration, coordination, and direction of General Board staff, including the recommendations of all divisions and department heads, organization of professional staff, development of professional staff position descriptions, and preparation of personnel policies;
 - e. Encourage staff members to make their fullest contribution to the work of the Baptist State Convention of North Carolina;
 - f. Work on a cooperating basis with the heads of all Boards and Agencies of this Convention;
 - g. Promote participation in and support for all North Carolina Baptist and Southern Baptist Convention programs and represent the General Board, as appropriate, to the denomination and the public.
3. As Treasurer, the Executive Director-Treasurer shall receive all funds sent for the objectives of the Conventions, and make acknowledgments of the same in the manner as the General Board may determine for the faithful performance of these duties. The Executive Director-Treasurer shall sign all checks which shall be countersigned by the Business Manager. However, in the event that either is unable to perform this duty because of disability or other cause, the Executive Committee shall designate someone to sign checks on behalf of either officer, each of whom shall be bonded in such amount as shall be determined by the General Board. The Executive Director-Treasurer shall forward at least once a month all contributions to their destinations and shall make an annual report of all receipts and disbursements which shall be published in the minutes of this Convention, and upon retiring from or leaving office, shall deliver to the successor all money, papers, books, and other property belonging thereto.
4. The Executive Director-Treasurer shall supervise the work of the General Board staff.

E. The Parliamentarian(s)

The Parliamentarian(s) shall advise and assist the Presiding Officer of this Convention with respect to all matters involving proper parliamentary procedure. The Rules of Order for this Convention shall be

those laid down in Robert's "Rules of Order," but in cases where the meaning may not be clear the President shall exercise discretion, subject to appeal to this Convention.

II. CONVENTION COMMITTEES

A. Categories

1. Committees nominated by this Convention's president and vice-presidents:
 - a. Committee on Enrollment
 - b. Committee on Committees
2. Committees nominated by the Committee on Committees, which shall also nominate the chairperson of said Committees:
 - a. Committee on Resolutions
 - b. Committee on Nominations
 - c. Committee on Convention Program, Place and Preacher
 - d. Committee on Local Arrangements
 - e. Committee on Memorials
 - f. Historical Committee
 - g. Committee on Trustee Orientation
 - h. Committee on Cooperation with General Baptists

3. Special Committees

B. Membership

1. Membership on Convention committees shall not bar one from serving as a member of the General Board, or as a director of any agency of this Convention, or as a trustee of any institution of this Convention.
2. The terms of office of all standing Convention committees shall begin at the adjournment of the Convention at which they are elected and shall terminate upon the adjournment of the Convention at which their successors are elected, unless otherwise designated.
3. No person shall be eligible to succeed himself/herself on the Committee on which he/she is serving, or any other standing committee, except as hereinafter provided, until one full term has elapsed, provided he/she has served a full term.

C. Vacancies

Vacancies occurring in committees between sessions of this Convention shall be filled by the Executive Committee upon the recommendation of the President and Vice-Presidents, and the General Board shall report this action to the Convention for approval at the next annual meeting of this Convention. When the Chairman of a standing committee resigns or moves out of the state between sessions of this Convention, the vacancy shall be filled through nomination by the current Committee on Committees and elected at the next regular meeting of the General Board's Executive Committee.

D. Reports

1. All Committees shall report either by oral report or written report at the next annual session of this Convention.
2. Nothing contained in reports to this Convention shall be construed as an action of this Convention except the recommendations which are definitely listed and adopted by this Convention.

E. Duties and Membership of Convention Committees:

1. THE COMMITTEE ON ENROLLMENT shall consist of nine (9) members, three (3) of whom shall have served the previous year. Its duties shall be to provide for the registration of messengers and visitors prior to and during the Convention. This Committee shall make a report to the assembled messengers upon the call of the President and shall serve as a committee on credentials.

2. THE COMMITTEE ON COMMITTEES shall consist of fifteen (15) members. Its duties shall be to nominate for election by this Convention the committees listed below, and such other committees as may be assigned to it. This Committee shall also nominate the chairman of all such committees.

It is desirable that at least twenty-five percent (25%) of members nominated to all committees of this Convention shall come from churches with a resident membership under four hundred (400). No one shall be nominated to serve on more than one (1) committee at the same time. It is desirable that no church shall have more than six (6) members serving at one (1) time on committees. Any addition beyond six (6) must be individually justified by the Committee on Committees to this Convention.

The Committee on Committees shall include in its report as a minimum the name, church, home town, association, occupation, and sex of each nominee, the name of the committee on which the nominee is to serve together with such summary information as will make clear to this Convention the diversity and breadth of representation provided by the slates of nominees.

The above committees shall upon election by the General Board begin their work no later than March 1.

3. THE COMMITTEE ON RESOLUTIONS shall consist of fourteen (14) members, nine (9) of whom shall be nominated by the Committee on Committees and elected by this Convention to serve three (3) year terms, three (3) of whom will rotate off each year.

The five (5) remaining members shall be nominated by the chairperson of the Executive Committee from the General Board, with at least two (2) of the five (5) from the Executive Committee, and elected by the Executive Committee for one (1) year terms, after its organizational meeting in January.

The Committee on Resolutions shall be responsible:

- a. For reviewing all properly submitted resolutions;
- b. For presenting to this Convention for its consideration all appropriate resolutions;
- c. For recommending to the appropriate committee or group, or to the Convention the formation of a special committee, for study, of those concerns which arise out of a resolution that seems to call for action.

The Committee on Resolutions shall observe the following procedures:

- a. All resolutions shall be submitted to the Committee on Resolutions in writing at least thirty (30) days prior to the Convention. The committee shall consider all resolutions submitted. Those to be presented to the Convention shall be printed in an edition of the *Biblical Recorder* dated prior to the Convention. Exceptions to prior publication may be made in the case of emergency resolutions dealing with matters such as national disasters, public tragedies, or late developments. Also, by two-thirds (2/3) vote of the messengers present and voting at the Convention, the rules may be suspended and a resolution taken up for immediate consideration.
 - b. The Committee may:
 - (1) reword resolutions for clarity,
 - (2) combine like issues into one resolution, or,
 - (3) reject resolutions which have been previously addressed or are inappropriate.
 - c. The Committee shall notify those submitting resolutions of the disposition thereof. Where possible, notification shall be made prior to the Convention.
4. THE COMMITTEE ON NOMINATIONS shall consist of twenty(20) members, serving four (4) year terms, five (5) of whom shall rotate off each year. No individual who is employed by this Convention, the General Board, or any institution or agency of this Convention, whether the salary be total or supplemented, shall serve on this committee.

This committee shall nominate persons to serve on the boards of trustees and directors of all agencies, institutions, the General Board, and the Council on Christian Life and Public Affairs of the Baptist State Convention of North Carolina.

It is desirable that the Committee shall nominate at least twenty-five percent (25%) of the members to the various boards, institutions and agencies from churches with resident membership under four hundred (400). No person shall be nominated to serve on more than one (1) board at the same time.

They shall also nominate members for vacancies for the twelve (12) members-at-large of the Council on Christian Life and Public Affairs and such other nominations as may be delegated to the Committee by this Convention. It is desirable that no church shall have more than six (6) members serving at one time on Convention boards. Any addition beyond six (6) must be individually justified by the Committee on Nominations to this Convention.

- a. The Committee shall begin to function upon election. It shall meet as often as needed to prepare recommendations for vacancies and shall begin not later than July 1 to prepare recommendations for the annual meeting of this Convention.
- b. This Committee shall invite through letter each institution and agency to submit recommendations for vacancies for their respective institutions and agencies occurring annually or between annual sessions of this Convention. The Committee shall invite individuals through the *Biblical Recorder* to submit recommendations for trustees of institutions and agencies and for terms on the General Board; this invitation shall include a current list of how many persons are to be elected to the General Board in that year from each region. All recommendations shall be accompanied by biographical material, including general assessments by personal and church references. Recommendations and supporting material shall be submitted early enough for the Committee on Nominations to acknowledge and carefully evaluate each recommendation and make an informed decision based upon character, churchmanship, and special skills required by the particular institution. All such materials shall be kept by the chairperson of the Committee on Nominations during the period of active work up to and until the time of the Convention, and all such materials received from churches and individuals shall be shared upon receipt with the particular institution involved. After this Convention has taken action on nominations, the chairperson will forward all biographical materials to the new chairperson of the Committee on Nominations.
- c. When the Committee meets to do its work, it shall give careful consideration to those who have been recommended from the various sources indicated above and to the fact that the trustees of each institution or agency are close to that institution or agency, have expert knowledge of its needs and possibilities, possess a deep interest and concern for the institution or agency, and know the men and women who can best serve the institution or agency.

The Committee on Nominations shall:

- (1) Consult with the representatives of the Board of Trustees of Convention institutions and agencies for the purpose of determining the specific trustee skills needed.
 - (2) Consult as needed with persons making recommendations with respect to their recommendations for membership on the General Board and the Boards of Trustees of institutions and agencies.
 - (3) Share with the institutions and agencies its proposed nominations prior to notification of these nominees. This is for the purpose of further consultation if further consultation is deemed necessary by either the Committee or the Boards of Trustees.
 - (4) Then it shall be free to follow its own best judgment in making nominations to this Convention or the General Board. The Committee should strive to select and nominate the best representatives of our Convention from the vast resources available to the Baptists of North Carolina.
- d. Special emphasis should be given to:
- (1) Stability of effective leadership, thus assuring the continuous work of Baptists;
 - (2) Demonstrated active churchmanship, thus assuring effective Baptist State Convention representation;
 - (3) A cross-section of membership, thus assuring representation of churches of various sizes and types, a variety of professional and educational backgrounds, geographical areas, different age groups, and both lay persons and ministers. It is desirable to avoid the concentration of leadership in too few places.
- e. Consent of the nominee to serve shall be secured by the Committee prior to the recommendations to this Convention or the General Board.

- f. The full report of the Committee shall be published in the *Biblical Recorder* at least four (4) weeks prior to the annual meeting of this Convention. The report shall include as a minimum the name, church, home town, association, occupation, and sex of each nominee, the name of the institution or agency on whose board the nominee is to serve, together with such summary information as will make clear to this Convention the diversity and breadth of representation provided by the slates of nominees.

The name of any person to be nominated from the floor of the Convention and the name of the nominee intended to be displaced shall be published in the *Biblical Recorder* at least one (1) week prior to this Convention's annual session. In addition, biographical material relating to any person proposed to be nominated from the floor of this Convention shall be given to the institution or agency involved and to the Committee on Nominations at least one (1) week prior to such session.

5. THE COMMITTEE ON CONVENTION PROGRAM, PLACE AND PREACHER shall consist of twelve (12) members serving three (3) year terms, four (4) of whom shall rotate off each year. This committee shall be responsible:
- a. for recommending the preacher for the next annual session of this Convention;
 - b. for recommending to this Convention a place of meeting, when necessary;
 - c. for the program of the current year and preliminary plans for the next two annual sessions; and
 - d. for providing time prior to the evening session on Tuesday for the introduction of any matters of business requiring a vote not scheduled on the agenda and will designate times when such matters will be considered. No new items of business directing the Convention or committing funds which require a vote may be introduced following the designated time on Tuesday.
 - e. for all other matters in connection with the annual session not provided for in the Constitution and Bylaws.
6. THE COMMITTEE ON LOCAL ARRANGEMENTS shall consist of nine (9) members, serving one (1) year terms, who are residents of the area where the convention will be held. This committee shall be responsible:
- a. for supervising all arrangements with the local auditorium including furniture and needed equipment;
 - b. for working with Convention staff, Program Committee, and the Committee on Enrollment of this Convention in arranging for display booths, sound system and other arrangements necessary for the sessions of the Convention;
 - c. for the Teller Committee (subcommittee of Local Arrangements). The chairperson of the Committee on Local Arrangements shall appoint three (3) members of the Committee on Local Arrangements to serve as the Teller Committee. This subcommittee will receive and count all ballots on votes taken during the Convention. The Teller Committee chairman will report results on all votes to the Convention president or presiding officer.
7. THE COMMITTEE ON MEMORIALS shall consist of six (6) members, serving three (3) year terms, two (2) of whom shall rotate off each year. The Committee shall be responsible:
- a. for preparing a report memorializing ministers and lay leaders who have died since the adjournment of the previous annual session of the Baptist State Convention; and
 - b. for recommending names of those to whom the Annual of this Convention is to be dedicated.
8. THE HISTORICAL COMMITTEE shall consist of twelve (12) members, serving four (4) year terms, three (3) of whom shall rotate off each year. This committee shall be responsible:
- a. for recommending appropriate measures for the preservation of Baptist history;
 - b. for encouraging the preservation of minutes and records of all Baptist bodies, churches, associations, and conventions; historical manuscripts; printed materials, including correspondence; and museum objects;
 - c. for encouraging the writing and publication of high-standard histories of individuals, churches, associations, and conventions;

- d. for recommending which historic sites, including buildings, should be properly marked and preserved when these are related to Baptist history;
 - e. for working in close collaboration with the historical researchers of Wake Forest University, who work directly with the Baptist Collection in the Wake Forest University Library; and
 - f. for reporting annually to the Baptist State Convention.
9. THE COMMITTEE ON TRUSTEE ORIENTATION shall consist of nine (9) members, serving three (3) year terms, three (3) of whom shall rotate off each year. The Committee shall be responsible:
- a. for planning and promoting an annual orientation program for trustees and directors of Convention institutions and agencies;
 - b. for preparing a brief manual of instruction for use by trustees and directors of Convention institutions and agencies; and
 - c. for revising this manual as occasion requires.
10. THE COMMITTEE ON COOPERATION WITH GENERAL BAPTISTS shall consist of six (6) members, serving three (3) year terms, two (2) of whom shall rotate off each year. The Executive Director-Treasurer, the President of this Convention, a college student, and the African American Strategist shall serve as ex officio voting members. These members shall form a joint committee with a comparable group from the General Baptist Convention. This joint committee shall be responsible:
- a. for studying and recommending periodically to their respective groups areas of cooperative work and activities and projects that will strengthen our common fellowship as well as advance the work of our Lord.
 - b. for serving in an advisory capacity to the African American Strategist.

III. ELIGIBILITY FOR MEMBERSHIP ON THE GENERAL BOARD, ON BOARDS OF TRUSTEES AND DIRECTORS OF INSTITUTIONS AND AGENCIES OF THIS CONVENTION

- A. Members of the General Board and Trustees and Directors of any institution or agency of the Convention shall be members of churches cooperating with the Convention, except as otherwise specified in Articles IX.B.4 and IX.B.2 of the Constitution.
- B. The term of office shall begin on January 1, following the annual meeting of the Convention at which members were elected; and shall end on December 31 following the Convention at which their successors were elected, unless sooner terminated.
- C. In no case shall a member of any board serve a continuous term of more than four (4) years, provided; however, that any such board member who shall have been elected to fill a vacancy of less than two (2) years, shall be eligible to be re-elected to a full term. No person employed by the General Board, an institution or agency of the Convention, whether the salary be total or supplemented, shall serve on the General Board or Board of Trustees or Directors of any other institution or agency.
- D. A member of a board of any institution or agency of this Convention having completed a full term of office shall not be eligible for re-election to membership on the same board until the elapse of one (1) year, but shall be eligible for immediate election to membership on the board of any other institution or agency of the Convention.
- E. A member of the General Board having completed a full term of office shall not be eligible for election to the General Board until the elapse of one (1) full term, but shall be eligible for immediate election to membership on the board of any other institution or agency of the Convention.

IV. GENERAL BOARD

The General Board (hereafter referred to as Board) has the powers and duties and responsibilities as charged by the Convention as described herein. The Board shall organize itself in a manner established in the Bylaws of the Convention.

A. POWERS AND DUTIES

- 1. Shall have charge and control of all work of this Convention in the interim between sessions of this Convention, except those activities committed specifically by charter to the Boards of Trustees of its institutions and agencies; and

2. Shall have the power to act for this Convention in the interim between sessions of this Convention; and any action taken during the interim shall be binding on this Convention and reported fully to this Convention at its next session; and
3. Shall make and approve all appropriations at its January meeting, and thereby implement the budget as adopted by this Convention; and
4. Shall take no action to contravene any action of this Convention nor to launch any new institutions; however, it may provide for the expansion of any phase of work which its income and resources may make possible. It shall have the responsibility of bringing to the Convention for its consideration recommendations concerning any phase or work that is being done or that should be undertaken in order that this Convention may have an overall picture of the total program of North Carolina Missionary Baptists. Upon any proposal being referred to the General Board under Article XII, paragraph C of the Constitution, the Board shall structure a study that shall provide full information to the Convention, prior to its next regular session, including:
 - a. an analysis of the need for the activity, Institution, Agency or Council;
 - b. alternate approaches available to the Convention;
 - c. a feasibility study, showing costs, both immediate and long-range; and
 - d. availability or lack of resources.
5. Shall make a report of its activities during the year to the Convention. The Board shall have its report printed and ready for distribution at the first session of the Convention, including reports from Education Institutions, Hospitals, Children's Homes, Retirement Homes, Baptist Foundation, *Biblical Recorder*, Council on Christian Higher Education, Council on Christian Social Services, Council on Christian Life and Public Affairs and all other institutions and agencies of the Convention.
6. Shall recommend to the Convention the budget allocations of Cooperative Program undesignated gifts for each objective of this Convention, and the amount or percentage of Cooperative Program funds to be allocated to Southern Baptist Convention causes.
7. Shall employ a certified public accountant each year to make a complete audit of the books and accounts of the treasurer and controller, and it shall employ or cause to be employed a certified public accountant or accountants, to make annual audits of all institutions and agencies of the Convention.
 - a. A copy of the annual audit of the General Board and the annual audit of each institution or agency receiving funds from the Convention shall be presented to the Executive Director-Treasurer of the Convention. The audit of the General Board and a summary of the other audits shall be presented to the Recording Secretary of the Convention not later than one hundred and twenty (120) days after the close of the fiscal year for inclusion in the Annual of the Convention, and at the discretion of the General Board, in the *Biblical Recorder*.
 - b. The Executive Committee and the Executive Director-Treasurer shall have the authority to provide the forms which will indicate what items should appear in the summary of the other audits.
8. Shall receive at its January meeting from a nominating committee consisting of the officers of the Convention, i.e., President, First and Second Vice-Presidents; a list of proposed nominees to serve on the Committee on Enrollment and the Committee on Committees of the Convention. The Board shall consider a motion from the nominating committee to elect the proposed nominees.

B. ORGANIZATION OF THE GENERAL BOARD

1. MEETINGS

The Board shall meet three (3) times a year. The first and third meetings shall be in January and September on Tuesday and Wednesday following the fourth Sunday. The mid-year meeting shall be on Tuesday and Wednesday following the third Sunday of May, or a more convenient time recommended by the Executive Director-Treasurer and General Board president and voted on by the Executive Committee in the March meeting. In case of an emergency, a meeting may be called by the Executive Director-Treasurer and the President of the Board or by request from a majority of the General Board members.

2. OFFICERS

At the January meeting of the Board the following officers shall be elected and they shall serve until their successors are elected and qualified: a President, a Vice-President, and a Recording Secretary.

3. AREAS OF MINISTRY OF THE GENERAL BOARD

At the January meeting, all of the work of the Board and the Convention shall be organized and promoted under the following areas of ministry:

a. Business Services Group

- (1) Accounting
- (2) Annuity
- (3) Assemblies
- (4) Benefits
- (5) Baptist Building Operations
- (6) General Business Operations
- (7) Human Resources
- (8) Property Management

b. Congregational Services Group

- (1) Church Administration
- (2) Church Building Planning
- (3) Christian Life and Public Affairs
- (4) Leadership Development/Discipleship
- (5) Music/Worship
- (6) Pastoral Ministries
- (7) Preschool and Children
- (8) Special Ministries
- (9) Other Ministries to assist Christians in Spiritual Growth and Congregational Development

c. Convention Relationships and Budget Group

- (1) Baptist Associational Missions Conference
- (2) Christian Higher Education
- (3) Christian Social Services
- (4) Cooperative Program Budget
- (5) Fruitland Baptist Bible Institute
- (6) Woman's Missionary Union

d. Mission Growth Evangelism Group

- (1) Campus Ministry
- (2) Church Planting
- (3) Evangelism and Church Growth
- (4) North Carolina Baptist Men/Partnership Missions
- (5) Other Teams as needed

e. Resource Development and Promotion Group

- (1) Stewardship Education and Development
- (2) Estate Stewardship
- (3) Cooperative Missions Giving Promotion
- (4) News Bureau and Public Relations
- (5) Graphic and Creative Arts

(6) Audio-Video

f. Strategic Initiatives and Planning Group

- (1) Regional Resources and Association Development
- (2) Research and Strategy Planning
- (3) Information Services and Management

4. COMMITTEES OF THE GENERAL BOARD

The Board shall organize into committees to assist in the planning and implementing of the work of the Convention as charged to the Board

a. Committee Identification and Assignment of Board Members

- (1) The following is a list of the committees of the Board. The identification of the committees is consistent with the organizational structure of the General Board staff. More specific description and duties of each committee are set forth elsewhere in the Bylaws:
 - (a) Executive Committee
 - (b) Business Services Committee
 - (c) Congregational Services Committee
 - (d) Convention Relationships Committee
 - (e) Mission Growth Evangelism Committee
 - (f) Resource Development and Promotion Committee
 - (g) Strategic Initiatives and Planning Committee
- (2) The officers of the Board, namely, President and Vice-President, will be responsible for assigning all newly elected Board members to one of the committees of the Board. The assignment process will take into consideration the following parameters: experience in the convention, experience in an association, vocation, personal preference, and the needs of the convention. The assignment process and notification of assignments will be finished at least two (2) weeks prior to the January meeting of the Board. Also, the officers will review and take into consideration any recommendations furnished by the Executive Leader associated with the work of a specific committee.
- (3) The committees of the Board reflect the organizational structure of the Board staff and the work of the Convention. The committees will meet for organizational purposes at the January meeting of the Board, at which time they shall elect a chairperson. They will meet at other times as specified or as called by the committee chairperson, the Executive Director-Treasurer or the Executive Group Leader. The officers of the Board shall serve as ex officio voting members of all committees and subcommittees. The Executive Director-Treasurer shall serve as an ex officio non-voting member of all committees and subcommittees.

b. Committee Structure, Responsibilities and Duties

(1) Executive Committee

(a) Structure

The Committee as constituted the year previous shall remain intact until the January meeting of the General Board with the exception of the newly elected Convention officers. The Committee will be reconstituted during the January meeting. The membership of the Committee is comprised of persons serving in positions of leadership listed below. The President of the Board shall serve as Chairperson. The Vice-President of the Board shall serve as Vice-Chairperson.

- {1} President of the Board
- {2} Vice-President of the Board
- {3} Chairperson, Business Services Committee
- {4} Chairperson, Congregational Services Committee
- {5} Chairperson, Convention Relationships Committee

- {6} Chairperson, Mission Growth Evangelism Committee
- {7} Chairperson, Resource Development and Promotion Committee
- {8} Chairperson, Strategic Initiatives and Planning Committee
- {9} Four at-large members from the Board
- {10} President of the Convention
- {11} First Vice-President of the Convention
- {12} Second Vice-President of the Convention
- {13} President, Council on Christian Higher Education
- {14} President, Council on Christian Life and Public Affairs
- {15} President, Council on Christian Social Services
- {16} President, Baptist Associational Missions Conference
- {17} President, North Carolina Baptist Men
- {18} President, Woman's Missionary Union

(b) Powers, Responsibilities and Duties

- {1} Shall serve in a dual capacity as the Board ad interim deciding on routine and emergency matters between sessions of the Board, and as a survey and policy committee, reviewing, correlating and recommending policies and programs to the Board.
- {2} Shall meet at least once per quarter or at such other times as may be called by the Executive Director-Treasurer or the President of the Board, or both.
- {3} Shall receive and thereafter recommend to the Board all requests for change of status by a North Carolina Baptist college or university after first referring such requests to the Council on Christian Higher Education for study and report as the Council deems appropriate;
- {4} Shall initiate and recommend matters concerning business management, budget and finance, and also fix the compensation of all employees and salaried officers of this Convention, between annual sessions;
- {5} Shall receive and act on all recommendations concerning the employment, supervision and retirement of personnel. Shall not create any new position on the General Board staff until the Executive Committee has received a comprehensive economic impact study for that position and has decided that it is economically feasible. Retirement for personnel will be based upon policies established by the Executive Committee and approved by the General Board;
- {6} Shall invite heads of all institutions and agencies of the Convention and of the General Board Groups to present written evaluations of their needs and requests to the Budget Committee for the next two fiscal years; and
- {7} Shall prepare a budget to be presented at the pre-convention session of the Board. To facilitate the duty of the Executive Committee,
- {a} the Business Manager and Controller of the Board shall make regular financial reports to the Committee, and
- {b} with the assistance of the Business Services Committee shall recommend bookkeeping and accounting policies to the Committee.

{8} Subcommittees

- {a} Constitution and Bylaws Committee

The Committee shall be responsible for studying the Constitution and Bylaws and making recommendations for amendment as needed. The membership shall consist of nine (9), to be appointed for a one (1) year term by the

chairperson of the Executive Committee in consultation with the other officers of the Board. The nine (9) members shall consist of the following:

- [1] Three (3) persons from the Executive Committee, one of whom should be appointed as chairperson, and
- [2] Three (3) persons from the General Board not serving on the Executive Committee, and
- [3] Three (3) persons who have expertise in legal, organizational structure and procedures, and Baptist Life, from the Convention at-large. No one who is employed by the Convention, the General Board or any institution or agency of the Convention, whether the salary be total or supplemented, shall be eligible for membership on the committee except as an ex officio non-voting member.

{b} Budget Committee

- [1] Shall consist of nine (9) members, to be appointed for a three(3)-year term by the chairperson of the Executive Committee, in consultation with the other officers of the Board. The membership shall be appointed from the following:
 - [a] Three (3) persons from the Executive Committee
 - [b] Three (3) persons from the General Board not serving on the Executive Committee, one of whom shall be appointed chairperson; and
 - [c] Three (3) persons who have expertise in budget, finance, and Baptist Life from the Convention at-large. No one who is employed by the Convention, the General Board or any institution or agency of the Convention, whether the salary be total or supplemented, shall be eligible for membership on the committee except as an ex officio non-voting member.
 - [d] The chairperson shall serve also as chairperson of the Convention Relationships Committee and be a member of the Executive Committee of the Board.
- [2] Shall study, formulate, and recommend the budget for the support of all programs funded by the Board; and
- [3] Shall present its proposed budget to the Executive Committee for approval, then to the September meeting of the Board and with the approval of the Board, present the budget to the Convention in annual session.

{c} Special Services Rendered Committee

- [1] Structure
 - {a} The committee shall consist of at least four (4) members from the Executive Committee and two (2) at-large members not serving on the Board, all of whom are to be appointed by the chairperson of the Executive Committee in consultation with the other officers of the Board;
 - {b} The chairperson of the Executive Committee, in consultation with the other officers of the Board, shall appoint one of the four (4) members from the Executive Committee to be chairperson; and
 - {c} The committee shall meet as necessary upon notice by the chairperson and after requests are received from the institutions and agencies requiring review by the committee.
- [2] Responsibilities and duties
 - {a} Shall give continuing study to the implementation of the provisions found in Article X.B of the Constitution in regard to "services

rendered" on an equitable basis for all institutions and agencies of the Convention;

- {b} Shall make recommendations to the Board from time to time in the light of changing circumstances, concerning the guidelines which are to be used by the Convention, the institutions and agencies in the area of public funding on the state and federal levels and in accordance with the decisions of States Supreme Court as such may affect the work of the Convention, the institutions or the agencies; and
- {c} Shall make reports to the Executive Committee and the Board as its work may require.

(2) Business Services Committee

(a) Structure

- {1} The committee shall consist of seventeen (17) members, seven (7) of whom shall be at-large members elected by the General Board for four (4) year terms and ten (10) of whom shall be members of the General Board. The members will serve on a rotating basis, and will include people with expertise in law, accounting, finance, insurance, management, and the ministry. The Executive Leader of the Business Services Group shall serve as an ex officio non-voting member.
- {2} The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one subcommittee.
- {3} The Committee will meet within six (6) weeks following the election in January each year in order to organize the committee into committees. The committee may meet at other times as called by the chairperson, the Executive Director-Treasurer or Executive Leader of the Business Services Group.
- {4} Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.

(b) Responsibilities and Duties

- {1} Shall counsel the Executive Leader of the Business Services Group in procedures of:
 - {a} Bookkeeping and accounting;
 - {b} Financial reporting;
 - {c} Annual audit;
 - {d} Convention equipment maintenance and replacement;
 - {e} Purchasing procedure by staff;
 - {f} Insurance coverage on Convention's Property; and
 - {g} Acquiring or disposing of Convention real and personal property.
- {2} Shall assist the Executive Leader of the Business Services Group in his duty to execute the financial instructions of the Board regarding the appropriation of all funds received by the Convention.
- {3} Shall seek proposals from insurance consultants and/or brokers, to secure adequate insurance coverage for the property of the Convention. This will include the use of contingency funds to assure the first twenty-five thousand dollars (\$25,000) liability on a property or casualty loss incurred (the insurance deductible may be increased as the contingency fund increases).
- {4} Shall make such recommendations to the Executive Committee and the Board as shall be necessary.

(c) Subcommittees

The chairperson of the Business Services Committee, in consultation with the Executive Leader of the Business Services Group, shall appoint all subcommittees and their chairpersons. The chairperson of the Business Services Committee shall serve as an ex officio voting members of all subcommittees. The Executive Leader shall serve as an ex officio non-voting member of all subcommittees.

{1} Contingency Fund/Audit Committee:

- {a} Shall report, following the audit, to the Business Services Committee for its recommendation of transfer of no less than ten percent (10%) and not more than seventy-five percent (75%) of the income received in excess of expenditures during the previous year;
- {b} Shall continue approved appropriations until the fund reaches ten percent (10%) of the Cooperative Program budget;
- {c} Shall adhere to the following guidelines for use of these funds:
 - [1] to assist any institution or agency where a real emergency exists. (An emergency which threatens the continuation or will seriously hamper the work of the institution or agency; funds are not available from any source either internal or external; the need is long-range.);
 - [2] to cover any unfunded programs due to shortfall in Cooperative Program funds where the need is urgent and cannot be met within other budget adjustments;
 - [3] to fund any new programs that are deemed to be of primary importance by the Executive Committee, the Board and Executive Director-Treasurer;
 - {d} Shall nominate the three (3) Trustees of the Convention,
 - {e} Shall work with the Executive Leader of the Business Services Group concerning financial and business related policies and procedures and make recommendations to the Business Services and Executive Committees and the Board.

{2} Assemblies Committee

- {a} The Committee shall consist of five (5) members of the Business Services Committee serving one (1) year terms. The Committee will meet at least three times per year or as needed when called by the chairperson or the Executive Leader of the Business Services Group.
- {b} The Committee shall:
 - [1] Work with the Business Services Group in the administrative functions of camps and assemblies owned and operated by the Convention or with which the Convention has some type of working relationship;
 - [2] Work with the Executive Leader of the Business Services Group and the managers of the assemblies in formulating annual program-budget proposals;
 - [3] Maintain through-the-year supervision of budget administration including the formulating of needed financial adjustments for consideration by the Business Services Committee;
 - [4] Study property improvement proposals and formulate evaluation proposals for the Business Services Committee; and
 - [5] Receive and study quarterly program-budget progress reports.

{3} Investment Committee

- {a} The committee shall consist of five (5) members of the Business Services Committee serving a term of one (1) year. The committee will meet at least

three (3) times per year or as needed when called by the chairperson or the Executive Director-Treasurer.

- {b} The committee shall work with the Executive Director-Treasurer or his/her designee regarding the policies and guidelines for the investment of available funds.
- {c} The committee will at all times monitor the risk factor and return of all investments with security as the prominent guideline.
- {4} Constructing and Financing of Facilities Review Committee
 - {a} The committee shall consist of the following persons:
 - [1] Chair, Business Services Committee
 - [2] Vice-chair, Business Services Committee (*)
 - [3] Chair, Assemblies subcommittee
 - [4] Chair, Contingency/Audit subcommittee
 - [5] Chair, Investment subcommittee
 - [6] Ex Officio, Executive Leader of the Convention Relationships and Budget Group
 - (*) will coordinate the functions of the Review Committee
 - {b} The purpose of the committee is:
 - [1] To establish and maintain a comprehensive review process for seeking approval for constructing and financing facilities on property owned by the Convention; and
 - [2] To establish the parameters for the use of monies from the unrestricted General Reserves of the Convention; and
 - [3] To establish the criteria for borrowing and repaying available unrestricted General Reserve monies.

(3) Congregational Services Committee

(a) Structure

- {1} The committee shall consist of at least twenty-five (25) members of the Board. The Executive Leader of the Congregational Services Group shall serve as an ex officio non-voting member.
- {2} The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson and organizing the committee into subcommittees. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one subcommittee. The chairperson and the Executive Leader will determine which subcommittees are needed. They will decide when to establish or dissolve a particular subcommittee. The chairperson will appoint, in consultation with the Executive Leader of the Congregational Services Group, members to serve on particular subcommittees.

The committee will meet each time the Board meets and at other times as called by the chairperson or the Executive Leader for the Congregational Services Group.
- {3} Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.

(b) Responsibilities and Duties

- {1} The committee shall work with the Executive Leader and staff to provide resources for congregational maturation, health, and growth; and

- {1} The committee shall work with the Executive Leader and staff to provide resources which will enable churches and associations of the Convention to be most proficient in ministering to and communicating the Gospel to all people while helping them establish a spiritual relationship with Christ through Jesus the Christ.
 - {2} The work will include the spiritual development, nurturing, and training of believers which will result in producing more effective Kingdom builders.
 - {3} The committee will serve as another segment of the Mission Growth Evangelism Group that seeks to help churches and associations fulfill their mission in their own settings.
- (6) Resource Development and Promotion Committee
 - (a) Structure
 - {1} The committee shall consist of at least ten (10) members of the Board. The Executive Leader of the Resource Development and Promotion Group shall serve as an ex officio non-voting member.
 - {2} The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson and organizing the committee into subcommittees. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one subcommittee. The chairperson and the Executive Leader will determine which subcommittees are needed. They will decide when to establish or dissolve a particular subcommittee. The chairperson, in consultation with the Executive Leader of the Resource Development and Promotion Group, will appoint the members to serve on particular subcommittees. The committee will meet each time the Board meets and at other times as called by the chairperson or the Executive Leader of the Resource Development and Promotion Group.
 - {3} Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.
 - (b) Responsibilities and Duties
 - {1} The committee shall work with the Executive Leader and staff to provide leadership and direction to the overall ministry and work of the Resource Development and Promotion Group.
 - {2} The committee will lead all members of the Board in becoming active advocates of the Cooperative Missions Giving efforts and North Carolina Missions Offering Promotion.
 - {3} The committee will serve as another segment of the Resource Development and Promotion Group that seeks to help churches and associations fulfill their mission in their own settings.
- (7) Strategic Initiatives and Planning Committee
 - (a) Structure
 - {1} The committee shall consist of at least six (6) members of the Board. The Executive Leader of the Strategic Initiatives and Planning Group shall serve as an ex officio non-voting member.
 - {2} The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson and organizing the committee into subcommittees. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one subcommittee. The chairperson and the Executive Leader will determine which subcommittees are needed. They will decide when to establish or dissolve a particular subcommittee. The chairperson, in

consultation with the Executive Leader, will appoint the members to serve on particular subcommittees. The committee will meet each time the Board meets and at other times as called by the chairperson or the Executive Leader of the Strategic Initiatives and Planning Group.

- {3} Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.

(b) Responsibilities and Duties

- {1} The committee shall work with the Executive Leader of the Strategic Initiatives and Planning Group to promote its task in assisting all Groups of the General Board Staff in strategic planning and implementation.
- {2} The committee shall assist the Strategic Initiatives and Planning Group in helping churches to be aware of the cultural trends that impact their ministries.

5. AGENCY OF THE GENERAL BOARD

The Fruitland Baptist Bible Institute is an agency of the General Board and shall be responsible to the General Board of the Baptist State Convention of North Carolina.

a. Board of Advisors

The operations of the school shall be the responsibility of a Board of Advisors, who are elected by the General Board.

- (1) The Board of Advisors shall consist of twelve (12) members, each serving a four-year (4) term. One-fourth (1/4) of the members shall be elected each year at the September meeting of the General Board. The term of service shall begin January 1. During the May meeting of the Executive Committee of the General Board, the chairperson shall appoint three (3) members of the Executive Committee to serve as a nominating committee for the purpose of recommending nominees for the Board of Advisors to the General Board.
 - (a) One-third (1/3) of the membership shall be chosen from the alumni of the Fruitland Baptist Bible Institute who may or may not be presently serving as members of the General Board.
 - (b) One-third (1/3) of the members shall be chosen from those presently serving on the General Board.
 - (c) One-third (1/3) of the members shall be chosen at large from among members of cooperating North Carolina Baptist churches not presently serving on the General Board. The at-large members should have expertise in budget, finance, and Baptist life.
 - (d) At least four (4) of the members shall be laypersons.
 - (e) If for any reason a member of the Board of Advisors shall cease to be a member of a church cooperating with this Convention, or shall remove residence from the state, membership on the Board will be thereby terminated. A member whose General Board membership is terminated due to a relocation within the state may continue his/her membership on the Board of Advisors until that term expires. Vacancies on the Board shall be filled by the Executive Committee between sessions of the General Board.
 - (f) No person shall serve on the Board of Advisors for more than one (1) four-year term, and may not be re-elected to the Board until one (1) year has elapsed.
 - (g) No person shall serve on the Board of Advisors who at the same time is employed, either partially or fully, by Fruitland Baptist Bible Institute or by any institution or agency of the Baptist State Convention of North Carolina.
- (2) Responsibilities of the Board of Advisors
 - (a) The Board of Advisors shall be responsible to the General Board and ultimately to the Convention for the operation of Fruitland Baptist Bible Institute and for all administrative and policy decisions of the Institute in the regular and proper performance of the task of the Institute.

- (b) The Board shall report annually to the September meeting of the General Board, and a synopsis of the report shall be given to the annual session of the Convention.
 - (c) The Board shall be responsible for submitting an annual budget to the Budget Committee to be included with the budget of the General Board for approval by the Convention in annual session.
 - (d) The Board has the responsibility for administering the budget. The Board shall have the responsibility for all personnel matters of the Institute except the selection or dismissal of the President of the Institute.
 - (e) The Board shall be responsible to the General Board for the fiscal operation of Fruitland Baptist Bible Institute and shall make periodic financial reports to the General Board, including independent annual audits.
 - (f) All properties shall remain in the trusteeship of the Convention. No debt shall be incurred without the approval of the General Board.
 - (g) The Board shall have the authority to secure endowment for the Institute in accordance with policies of the Convention and its institutions and agencies.
- b. President of the Institute
- The President of the Institute shall manage the affairs of the Institute under the direction of the Board of Advisors. For the employment or dismissal of a President, the Board of Advisors shall recommend action to the General Board. The President shall have the responsibility for recommending all other personnel matters to the Board of Advisors
- c. Change of Status
- Any change of status regarding the purpose of Fruitland Baptist Bible Institute shall be approved by the Convention in annual session, upon recommendation of the General Board.
- d. Other Considerations
- All other considerations regarding Fruitland Baptist Bible Institute not specified in these Bylaws shall be in accordance with the 1986 Fruitland Baptist Bible Institute Study Committee Report and shall be in harmony with the expressed intent of that document.

V. COUNCIL ON CHRISTIAN HIGHER EDUCATION

A. Duties and Responsibilities

1. Shall devise ways and means for the proper correlation of the work and programs in the several educational institutions supported by the Convention;
2. Shall study the needs of the institutions and their ability to meet these needs, and upon the basis of its findings shall recommend to the General Board allocations to the institutions of such funds as may be made available for Christian Higher Education by the Convention or the General Board;
3. Shall formulate and promote plans for increasing interest and support for these institutions and to make reports in detail to the General Board concerning all its work and findings;
4. Shall study all requests of the Executive Committee with regard to a change of status by a North Carolina Baptist college or university and to make such report to the Executive Committee as the Council deems appropriate.

B. Executive Director

1. The Council on Christian Higher Education in cooperation with the Executive Director-Treasurer of the Convention shall nominate and the Executive Committee shall elect an Executive Director.
2. Duties and responsibilities of the Executive Director
 - a. Shall be responsible to the Council on Christian Higher Education and through the Executive Leader of the Convention Relationships and Budget Group to the Executive Director-Treasurer, and to the General Board;
 - b. Shall work in cooperation with all Groups in an effort to secure full support for the program of higher education of the Convention;

- c. Shall, in cooperation with the business manager and controller of the General Board, work toward promoting a uniform method of bookkeeping for all institutions of higher education in an effort to understand and interpret all their budget needs; and
- d. Shall work towards correlating the programs of the several educational institutions and securing their cooperation and shall formulate plans for promoting an interest in and support of Christian Higher Education.

C. Meetings

The Council shall meet at least three (3) times a year in conjunction with the meeting of the General Board. The President and Executive Director, or any five (5) members of the Council may call a special meeting.

VI. COUNCIL ON CHRISTIAN SOCIAL SERVICES

A. Duties and responsibilities

1. Shall consider problems common to all of the social service institutions, and keep the needs of these institutions before the General Board and the Baptist people of North Carolina; and
2. Shall cooperate with all the Groups in order to create a better understanding of all the problems involved in providing for the needs of these social service institutions.

B. Meetings

The Council shall meet at least three (3) times a year in conjunction with the meeting of the General Board. The President or any five (5) members of the Council may call a special meeting.

VII. COUNCIL ON CHRISTIAN LIFE AND PUBLIC AFFAIRS

A. Description of Emphases and Activities

1. Objective

The Council shall assist North Carolina Baptists in the propagation of the gospel by:

- a. Helping North Carolina Baptists to become more aware of the ethical implications of the Christian gospel with regard to such aspects of daily living as family life, human life, moral issues, economic life, and daily work, citizenship, public affairs, and related fields; and
- b. Helping them create, with God's leadership and by His grace, the kind of moral and social climate in which the North Carolina Baptist witness for Christ will be most effective. This emphasis in the field of applied Christianity is to be pursued with the full awareness that the chief concern of the Council is in the area of Christian social ethics which is understood to mean the application of Christian principles in everyday living. The primary program assignment of the Council is in the area of Christian moral development among North Carolina Baptists.

2. Program

- a. Makes systematic long-range plans for emphasis on Christian social ethics in the life of the North Carolina Baptist Convention and its institutions and agencies. These plans may include such things as suggested methods, organizational patterns, and themes.
- b. Plans and conducts specialized seminars in the field of Christian ethics. Specifically, these seminars for leadership may deal with such subjects as family life, human relations, moral issues, economic life, daily work, and citizenship. These seminars may be both statewide and regional as required by circumstances. Such plans for seminars should take cognizance of other Convention institutions and agencies having interest in any of these areas.
- c. Plans and conducts a Christian social ethics literature service, including pamphlets, tracts, booklets, posters, etc. The material is to be produced in cooperation with the Southern Baptist Ethics and Religious Liberty Commission and Joint Committee on Public Affairs to assist in the implementation of the program of Christian moral development.
- d. Plans and conducts seminars in the dangers of alcohol and other controlled substances, provides literature and research and services as the official channel of action on the question of sale or use of alcohol and other controlled substances among our people.

- e. Provides for a liaison committee or person that would work with the General Assembly of North Carolina and the Congress of the United States on legislation on matters that may vitally concern the life and work of our Baptist people.
- f. Plans and provides articles, mats, quotes, factual data, pictures, and similar material on current pertinent moral and social issues for use by state Baptist papers and other mass media outlets in North Carolina.

3. Information

- a. Assembles basic materials such as books, pamphlets, and articles so as to qualify as a source of authentic information on all matters pertaining to the field of Christian social ethics, including alcohol, gambling, pornography, and other items.
- b. Assists editors, scholars, teachers, writers, and other specialists in need of special information on Christian social ethics for the writing projects in which they are engaged.
- c. Provides a mail answering service to North Carolina Baptists and others in search of information on social problems.

4. Study and Research

- a. Maintains a program of study covering the field of Christian social ethics in order to provide reliable help to North Carolina Baptists.
- b. Provides monographs, papers, and studies for North Carolina Baptist leaders, institutions and agencies needing service in the field of Christian social ethics.
- c. Determines by means of opinion sampling, interviews, etc., the thinking of North Carolina Baptists on moral and social issues so as to be able to render service where the need is greatest. The research survey facilities of existing agencies should be used when possible.

5. Consultative and Advisory

- a. Provides associations and churches with ideas by which achievements in Christian social ethics can be measured.
- b. Provides counsel as requested in the field of applied Christianity to other Convention agencies and groups.
- c. Serves in a liaison capacity with non-North Carolina Baptist groups in the field of social ethics.
 - (1) Consults with organizations working in alcohol education, public safety, and other areas of social concern.
 - (2) Presents North Carolina Baptist insights for consideration in the planning of programs by the state government on children and youth, aging, housing, employment, public health, and other matters pertaining to social welfare.
 - (3) Brings to bear Baptist statements, convictions, and insights in the field of Christian ethics upon important policy-making groups, compilers of yearbooks, various welfare organizations, etc.
- d. Encourages the inclusion of Christian social ethics in the study programs of various Baptist groups, such as assemblies, encampments, conferences, colleges, or wherever the need may develop. It shall be the duty of the Council to study developments in the area of church-state relations, to be alert to developments within the state and nation which violate or compromise the historic Baptist position of a free church in a free state. It shall attend conferences and seminars where these matters are being discussed. It shall report to the Convention on any developments in this area and otherwise keep our people informed. The Council shall recognize that its primary responsibility is to speak to our people rather than for them.

6. Relationships

The Council should work directly as a staff and service agency with the Convention and its institutions and agencies. It may work with Southern Baptist organizations and with other North Carolina organizations through whom it may render indirect service to the associations and churches and their leaders. Its staff may on invitation, conduct associational and local church conferences in order to validate plans and techniques. The Council may relate its emphasis on

Christian social ethics to Baptist associations, churches, and leaders through printed media. The Council shall designate three (3) of its members for nomination for Trustees of the Christian Action League. The Council shall cooperate with the Christian Action League in its efforts to combat alcohol and other social evils.

B. Personnel

1. The Council, in cooperation with the Executive Director-Treasurer of the Convention, shall nominate an Executive Director and other personnel, as needed, to the Executive Committee of the General Board. The Executive Committee shall consider the nominations and take action. If a vacancy occurs, the Executive Director-Treasurer will serve as acting Executive Director of the Council until the position is filled.
2. Duties and Responsibilities of the Executive Director
 - a. Shall be responsible to the Council, to the Executive Leader of the Congregational Services Group, and to the General Board and
 - b. Shall cooperate with all the Groups in order to create a better understanding of all the problems involved in providing this Christian ministry.

C. Reports

The Council shall make a report to the September meeting of the General Board and to the Convention at its annual session.

D. Meetings

The Christian Life Committee of the General Board shall elect its chairperson at the January meeting of the General Board. The chairperson becomes President of the Council and a member of the Executive Committee of the Board. The Council shall hold at least three meetings a year in conjunction with the meeting of the General Board. Other meetings may be called by the President and Executive Director of the Council when deemed necessary.

E. Budget

Budget funds for the work of the Council will be recommended by the Council and approved by the Executive Committee of the General Board. Expenditure of budget funds will be supervised by the committee of the General Board, under the guidance of the Executive Director-Treasurer.

VIII. INSTITUTIONS AND AGENCIES

A. Quality of Life

1. Each institution which receives financial support from the budget of this Convention is expected to take specific measures to ensure that the life of the institution is so infused with genuine Christian beliefs and practices and with the most noble elements of our Baptist heritage that as nearly as possible every person who is a part of that institution's life (administrators, staff, employees, faculty, students, patients, residents and visitors) will have opportunity to respond to the institution's positive Christian and Baptist influence.
2. No preconceived pattern of accountability will be imposed upon any institution or agency by the Convention, but each institution or agency will continue, or revitalize, or create its own structures, programs, or events for the achievement of this goal. This might include, but not be limited to, such things as these: (1) creation or strengthening of religious organizations; (2) seminars, conferences, revivals, guest appearances of religious leaders, or other such events; (3) events in which faculty or staff members discuss significant ethical and religious topics and their application in various phases of the life of the institution; (4) the creation or strengthening of a structure in which someone who is a member of the highest level administrative council, committee or cabinet, directly responsible to the President (or other Chief Executive Officer), is charged with the full-time or part-time responsibility of giving leadership on a regular basis to the fostering of historic Christian and Baptist values in the institution's life; (5) the creation or strengthening of a structure in which a committee or council or other ongoing group which is representative of various areas of institutional life, exercises leadership in this realm on a regular basis in the life of the institution, working together as a team to encourage existing programs and attitudes, and to develop and implement possible new policies and programs relating to this matter; (6) the creation or strengthening of a structure in

which the trustees of the institution form a committee or take other specific steps to ensure close cooperation with the administration in encouraging this dimension of institutional life, keeping all trustees well informed in this area of concern; and (7) cooperation with other Baptist institutions in North Carolina or other states, possibly through the leadership of the Council on Christian Higher Education or the Council on Christian Social Services, in seminars, conferences, or other methods for the exchange of ideas concerning this subject.

3. Each institution, in its annual written report to the Convention, and oftener if it desires, shall include an account of what is being accomplished in this dimension of its life and work. It will be important for this report to give enough details to enable the messengers at the annual session, the members of the General Board, and Baptists across the state to have a clear picture in their minds concerning the distinctively Christian and distinctively Baptist elements of institutional life. It will also be important to continue and strengthen the periodic use of dramatic presentations depicting the work done by each institution, making sure that the religious dimensions of institutional life are effectively communicated to our Baptist family.
4. Because of much smaller staffs, and the absence of students, residents or patients, the *Biblical Recorder* and the North Carolina Baptist Foundation must find other ways of implementing the spirit of this recommendation through their respective staffs and Boards of Directors, but they will also include in their annual reports to the Convention, and oftener if they desire, an account of what is being done in this dimension of their life and work

B. The Dismissal of Trustees

In the event that it should become necessary for this Convention to consider removal of a trustee, it shall be done in the following manner:

1. This Convention will automatically refer the matter to the Executive Committee of the General Board for consideration and action.
2. The Executive Committee will first seek to solve the problem through the regularly elected Board of Trustees.
3. If it becomes necessary for the Executive Committee to act in behalf of this Convention, the trustee in question shall have charges presented in writing, be given adequate time for reply, and be allowed counsel.
4. The Executive Committee will report its action in full to the General Board subject to the approval of this Convention in its next annual session.

IX. AMENDMENTS TO BYLAWS

These Bylaws may be changed or amended by a majority vote of the registered messengers present and voting at any session of the Annual Convention after the Monday night session, provided that the amendment to the Bylaws shall appear in the *Biblical Recorder* in two (2) separate issues in advance of the meeting of the Convention in which the proposed action is to be taken. In the event the required notice has not been given, these bylaws may be changed or amended by a two-thirds (2/3rds) vote of the registered messengers present and voting at any session of the Annual Convention after the Monday night session.

X. QUORUM

The quorum of this Convention shall be the number of registered messengers present at any session of the annual convention.

PROCEEDINGS 174TH ANNUAL SESSION

*By: Ray W. Benfield, Winston-Salem, Recording Secretary
and C. Gene Booker, Asheboro, Asst. Recording Secretary*

Convention Theme: “Mobilizing Baptists for Ministry: Resourcing Congregations, Associations, Institutions, and Agencies”

MONDAY EVENING, NOVEMBER 15, 2004

1. The 174th North Carolina Baptist State Convention meeting in annual session was opened informally at 6:05 pm with the orchestral prelude.
2. The Baptist Singers followed the lengthy prelude with the singing of “Because We Believe,” “The Church’s One Foundation,” and “My Savior’s Love.”
3. Bob Lowman, Executive Director of the Metrolina Prayer Network, closed this introductory segment of the session with a prayer.
4. David Horton, president, officially opened the 174th Annual Meeting with a welcome to everyone and announced the 2005 Convention Theme. He also apologized for the change of venue to the Education Building rather than the Lawrence Joel Veterans Memorial Coliseum because of a conflict with a Wake Forest University basketball game there. He then introduced Mayor Allen Joines of the city of Winston-Salem who brought greetings and a word of welcome to the city on behalf of all the citizens. Mayor Joines also mentioned the change of our regular meeting place, saying “Another group of ‘Deacons’ had needed the Coliseum for an unexpected game in the Pre-season National Invitation Tournament!”
5. The President called for pledges to the American flag, the Christian flag, and the Bible, and he led the body in each of the three pledges. Several Baptist military chaplains serving in the state did the posting of the colors for the American flag. Matt Pinion, member of Faith Church, Rowan Association, and an RA Challenger, presented the Christian flag for this pledge. The North Carolina Bible Drill winner, Christopher Taylor, Fellowship Church, Lillington, held the Bible for this pledge. The president called attention to the New Testament portion in the package. Messengers were encouraged to use it in witnessing to someone, and then give it to him or her for continued reading.
6. The following Committee reports were called for at this juncture:
7. Jerry Durmire, Hiddenite, chair of the Enrollment Committee, gave the early registration figures as follows: Pastors - 358; Church Staff - 180; Spouses of Staff - 144; Lay People - 609; Total Messengers - 1,291; and Visitors - 54; Grand Total present: 1,345.
8. Paul Noe, Etowah, chair of the Program, Place and Preacher Committee, gave their report. Upon the committee’s recommendation to adopt the printed program for the Messengers already registered and those yet to register, to constitute the 174th Annual Session of the Convention, the affirmative vote was taken by uplifted ballots to approve the motion. The chair noted that a survey is available to show preferences for future locations for the annual meeting of the Convention. The Committee recommended Rev. Kenneth Ridings, President of Fruitland Bible Institute, as preacher of the 2005 convention sermon, and Rev. Julian Motley, retired pastor of Gorman Baptist Church, Durham, as the alternate preacher. Uplifted ballots approved this motion.
9. Boyce Wilson, Winston-Salem, chair of the Local Arrangements Committee gave their report, with instructions for various meetings, programs, and venues.
10. Scott Davis, Concord, chair of the Breakout Sessions Committee, gave details of the different learning opportunities coming up in various places on Tuesday afternoon. He said participants may choose from among 15 breakout sessions on Tuesday afternoon from 1:30 to 5:30. The descriptions of the

sessions are found on pages 5 - 7 in the convention program. Once all seats are filled for a particular session, that one will be closed.

11. James Royston, Cary, Executive Director-Treasurer of the Convention, was requested to come forward to welcome and acknowledge some special guests for this session. He welcomed everyone to this year's meeting, and apologized for the change of venue again this year on Monday evening, because of an unexpected Wake Forest University basketball game in the coliseum as a part of the pre-season tournament. He recognized former Convention presidents who were present, including Bob Foy, Leroy Parker, Norman Wiggins, and Greg Mathis; and then agency and institutional presidents and some of their trustees, and members of several Southern Baptist Convention agencies and boards by asking them to stand as a group. Several special guests were asked to speak to the body, as follows:
 12. First, David Baldwin, Executive Director of the Alaska Baptist Convention was presented. He brought greetings from Alaska Baptists and thanksgiving for the North Carolina/Alaska partnership throughout 2000 - 2004, and its accomplishments. A plaque with a thanksgiving message was given to Jim Royston as a memento of the gratitude extended by Alaska Baptists.
 13. Next, Veryl Henderson, Executive Director of the Hawaii Pacific Baptist Convention, with 122 churches featuring 12 different languages, and scattered across the Pacific Ocean, was given an opportunity to speak to this new partnership.
 14. Linda Thompson, representative speaking for Lifeway Christian Resources of the Southern Baptist Convention, said the Baptist Sunday School Board (former name) began under the leadership of Dr. J. M. Frost in 1891. There was no Cooperative Program then, so no such funds were available to start up the new endeavor. A sum of \$5,000 was raised through his wife as a nest egg for the founding of this giant enterprise. To date, the custom still continues to operate without any CP funds, as it gives back to the Cooperative Program and to state convention as well. She closed by presenting a new Bible recently produced by LCR to Jim Royston, and a new book by Jimmy Draper to David Horton.
 15. Don Ingle, pastor in the Caldwell Association at the Dudley Shoals Church, was presented a plaque by Jim Royston, noting his leadership of support for Cooperative Program Missions Giving. His church gradually increased their giving ratio from 10% to 25% during his 33 year pastorate.
 16. Dan Ridley led the celebration in music with the hymn "Immortal, Invisible." He thanked Kent Kirkland, Nashville, TN., for writing some of the music being used during this convention meeting.
 17. A special report from the Baptist Foundation began with a video featuring how the Foundation can manage various types of funds for churches. Those speaking in the video included "Oscar," played by staff member Tom Denton, and Bill Overby from the Foundation staff, with David Huggins, Associate Pastor, First Church, Reidsville. Phyllis Elvington, member of First Church, Tabor City, expressed her support for the work of the Foundation from an experience she had after her first husband died. She had established a Charitable Endowment Trust Fund in his memory with the Foundation. David Webb, staff member, talked further with "Oscar" at his church about how to turn church cemetery funds over to the Foundation in order to preserve the principle and draw interest. In a second video, Charles Fox talked with "Oscar" about the possibility of turning over family real estate to the Foundation, as a Charitable Trust, with the family drawing interest for their lifetime. After that, the money earned from the Fund would go to the charity of the donor's choice until Jesus comes again.
- Clay Warf, Director, spoke about the ministries available to churches and individuals, and promoted the "TNT" (Tithe Now & Tomorrow) plan of the Foundation, which makes it possible for one's tithe to continue giving to Christian causes beyond their death, until the Lord comes again to take us all to heaven. Warf said the Foundation manages approximately \$117 million for N. C. Baptists at this time. Don Wood, Parkwood Church, Gastonia, gave a personal testimony of how he and his wife fulfilled their desires to continue contributing to Christian causes after their deaths, by investing some of their property in a Charitable Trust with the Foundation.
18. Congregational Services brought the Theme Interpretation of this year's gathering, "Mobilizing Baptists for Ministry, Resourcing Congregations, Associations, Institutions, and Agencies." Lynn Sasser, Executive Leader for Congregational Services, explained the work of this Group in the

Convention structure. The focus was on four types of churches represented in our work. The contemporary church featured Boone's Shepherd's Heart Church, with Richard Miller as pastor, in the Three Forks Association, and also a church in Burlington called Integrity Community Church connected with the Saddleback Church in California. The African-American Church was described by James Richardson, staff member. Barbara Braswell, staff member also, shared about the African-American Women's conferences offered. First Church, Mt. Holly, with Dennis Knight, Pastor, was described by the pastor as one of the churches involved in "Strategic Planning: Pursuing Vital Ministry." Two members of that church spoke about the effective changes this program made in their church. Kristen Muse, School & Children from Hayes Barton Church, Raleigh, presented her church as one with an excellent Children's Ministries program. A couple from the church, (Matthew and Carlie Wilson, along with their children Bo, Brenda and Courtney), told what that program had meant at Hayes Barton with their children's ministry. Ms. Muse shared how she learned about this ministry for churches jointly supported by the Convention and Campbell Divinity School. Janice Haywood is the Convention staff member coordinating this effort. Sasser asked Jim Royston to come forward and tell what this group was doing in the churches across the state, as the Leaders of this group appeared on the platform.

19. Norman Jameson, Executive Leader for Public Relations and Resource Development, called attention to the new Website of the Convention, as www.northcarolinabaptists.org. Shane Nixon, web minister and technology coach with the Convention, said three million people per day search for information dealing with spiritual matters.
20. The presiding officer presented James Royston to bring the Executive Director's Address, entitled "North Carolina: The State of Our Mission --- Give us Rachel." Dr. Royston reminded the first session audience that he had completed seven years in his present leadership position with the Baptist State Convention of North Carolina. He said 1.2 million people in more than 4,000 congregations are now affiliated with our Convention, while averaging about 75 new congregations being started every year. In October, 53 church planters were sent out upon completing training sessions provided in seven different languages.

Other substantial work is also going on in the state, such as the nationally acclaimed coaching effort known as "Sustaining Pastoral Excellence." This effort gained a \$1.5 million grant from the Lily Foundation. Other achievements included were leadership seminars at the Hollifield Leadership Center, a new focus on prayer ministry extended all the way to Wyoming in a special effort, and our state sporting the largest Woman's Missionary Union enrollment of any state. Royston stated the last seven years brought up a similar story from the Bible, the story of Jacob serving his uncle Laban seven years for the privilege to marry his chosen mate, Rachel. Never mind, said Royston, that Laban deceived his nephew and made him serve another seven, while taking the older daughter Leah for the original seven years. He compared Jacob's work as deserving of Rachel first, not Leah, but worth the wait, to what we can build on in North Carolina for Christ in the years ahead. He said in his message that during his many times immersed in prayer about this message, that he heard some saying we should be satisfied with Leah, and not wait for Rachel. But he said he believed we were poised in North Carolina for greatness! He added to this statement that he had found it right to find and follow the path of faithful, cooperating Baptists, to keep our arms open wide, . . . to do all we can to keep our family large and diverse and become a flagship of denominational congregation-based resources. Jacob toiled as hard and as long for Leah as for Rachel; he just didn't know his reward would be switched. But he was faithful, toiling, and planning and dreaming of the day when his wishes would be fulfilled in the arms of a beautiful Rachel. If we are faithful to our calling, the Executive Leader said, the good things we are doing and continue to do will earn us Rachel, the best!

Royston asked of this Convention to trust in his leadership, for which he was called by this Convention, but also called of God. The process as Southern Baptists through which we can accomplish our "Rachel level" of success sends us forth affiliated with several different national conventions and associations with whom we served proudly and gladly. Since 1995, North Carolina has voluntarily sent 32% of each Cooperative Program Missions Giving dollar to the Southern Baptist Convention for missions to the uttermost. To do more than that at this time is not feasible, but in time we can do better, he said. The economy of 2003 imposed a \$2.3 million budget cut on our work

in this field, mandating that we cut 24 positions from the Convention staff. Seven years ago, when Dr. Royston was considering coming to answer the call for this work in North Carolina, he said he felt that this Convention could be as good as the best of them all. As he sought advice from state and denominational leaders, most all agreed that his vision for this state had merit, but they cautioned him that it would take from seven to nine years to reorganize, energize and refocus an entity as large as the Baptist State Convention of North Carolina. In comparison, he recalled the church growth expert, Lyle Schaller, had said it takes seven years for the typical church pastor to become an effective leader.

As a personal testimony toward the close of his challenging and heart-felt message, Royston chose to go back to his childhood rearing in east Tennessee. He said his parents made the Cooperative Program Missions Giving the benchmark for missions support. Following their example, he led the five churches he was privileged to pastor in giving an average of 15% to Cooperative Program Missions Giving. He cited the great partnerships our state has been involved with, including Alaska, Honduras, Cuba, Vermont, and New York to name a few selected ones. All the time, new partnerships are being considered and recommended, such as Hawaii-Pacific and Wyoming. North Carolina Baptists are taking the gospel of Jesus Christ to Jerusalem first, and going on out to the uttermost parts of the world as Jesus commanded. He urged that we must begin with missions at home, as Jesus so clearly laid out his plan, and not simply steal (mission dollars) from Peter (Jerusalem) to pay Paul (world missions)! We must do both/and, and keep the two in balance as we go along. For instance, we would have to say a big "NO" to our Children's Homes if we cut local ministries of our Convention. And further, "NO" to some students who want to attend Baptist colleges, and say to a needy family at Baptist Hospital "NO, we can't help pay your bill!" Or, to six to eight church planters, "NO, stay home, no more funds for your good work!" And "NO" to a dementia-stricken mother's family at Baptist Retirement Homes who do not have sufficient funds to continue her care. Many more examples could have been listed as well. He begged the churches and the Convention, "Don't do that. Give us Rachel." Rachel in our fellowship means harmony; respect for differing views; joy in diversity; a vision that sees we are all needed in God's fields where he has planted us, working together, finding ways NOT to exclude, but to include; not being distracted with personal agendas that show the weak eyes of Leah!

As Royston pled for Rachel, he added, "Don't be Labans." Let us all keep our promises instead. Why force Leah on others, when deep down all of us desire Rachel's kind.

In closing, the Executive Director set up a possible visioning: If we focus on "the uttermost" that God is bringing to North Carolina; if we embrace our opportunity; if we refuse to be distracted by terminology and shifting missions dollars; our next seven years can be greater than we ever imagined. We can start churches or associations --- more than one a month; we can see 30,000 decisions for Christ made by young people attending dynamic events at our conference centers; we can increase our ministry over and over.

21. The President made some announcements, and then called for the closing prayer.
22. The prayer was given by Eddie Brackett, pastor in Wendell at the Wendell Church, and the meeting was adjourned.

TUESDAY MORNING, NOVEMBER 16, 2004

23. The second day of the convention began in the originally scheduled venue, the Lawrence Joel Veterans Memorial Coliseum, at 7:30 am, with a Question and Answer Session about the Baptist State Convention Incorporation, led by John Small, Attorney from Greensboro, and Glenn Harder, Executive Leader of the Convention's Business Services, in the Winston Room.
24. At 8:25 am, Rick Astle, Associational Missionary in the Columbus Association, led the group in a Season of Prayer. He focused on three prayer points based on scriptures that he read. They were: 1) Thanking God for saving us when we could not save ourselves, Romans 8:26-27; 2) Harmony among the fellowship, Matthew 18:19; and, 3) Seeking what God wants instead of what we want in our lives, Acts 1:24. After each point's presentation, the leader asked for a small prayer group to gather and pray about that matter together.

25. Richie Kingsmore then led the Celebration in Music, including the songs entitled: *Forever, Grace Like Rain*, and *The Love of God*.
26. David Horton thanked the singers for the music, and opened the session for the Tuesday morning. He also made an announcement with regard to several photographers attending the convention, representing the Convention's own public relations staff, and various news media people on the scene. By attending a public meeting, everyone is giving implicit permission to have photographs in which they may be included printed or otherwise distributed. However, in the event anyone does not desire to have their photo printed, then they must go to the table at the right of the stage and sign a form to this effect. Also, a photo will be taken of every such person in order to be able to identify that person and delete him or her from a group photo that may be printed. Boyce Wilson was recognized to announce there was a survey card in the messenger packets related to the venue desired for future annual conventions that should be filled out and turned in soon, while taking note of other valuable information within the packet. Horton asked those with cell phones to turn them off, or cut them down to vibration mode. He pointed out the various locations of microphones for use during the business sessions. Horton also called attention to the *Biblical Recorder's* special section in the October 13, 2004 issue that gave details of the proposed incorporation of the Baptist State Convention of North Carolina.
27. At 8:45 am, the time for the second report from the General Board arrived. The chair recognized Board President John Butler to begin the presentation on incorporation of the Baptist State Convention of North Carolina. Butler thanked Messengers for utilizing the Question and Answer session regarding incorporation. He expressed appreciation for the work of Coy Privette and the Constitution and By-laws Committee. The Committee was presented as a group on the platform, consisting of: Coy Privette, chair, Marvin L. Gold, Clella A. Lee, Samuel T. Currin, Wayne Hager, Nathan Parrish, Richard D. Laws, Steve Mangum, Misa B. Raynor, and Ex-Officio Members: John M. Butler, David B. Horton, and James H. Royston.
28. Coy Privette was recognized by Butler for presentation of the Constitution and Bylaws Committee's first recommendation to form the new corporation. Privette thanked the committee for their long and arduous work, along with John Small, attorney from Greensboro, and Glenn Harder, executive leader with the Convention's Business Services.
29. The motion presented by Privette on behalf of the Committee, and unanimously approved by the Executive Committee and General Board in separate meetings, was as follows:
 1. **Ratification of Formation of the Corporation:**
RESOLVED, that Articles of Incorporation (a copy of which is attached as Exhibit A) that were filed in the office of the Secretary of State of the State of North Carolina on (November 16,) 2004, are approved, accepted, ratified, and adopted as the Convention's Articles of Incorporation ("Articles").
FURTHER RESOLVED, that the Bylaws of the Convention (a copy of which is attached as Exhibit B) are hereby approved, accepted, ratified, and adopted as the Convention's By-Laws ("By-Laws").
FURTHER RESOLVED, that the action of James H. Royston, as Incorporator ("Incorporator"), are hereby approved, accepted and ratified, and that he hereby transfers all rights to the Convention, and
FURTHER RESOLVED, that James H. Royston, in his capacity as Incorporator, is hereby relieved of all duties and responsibilities pertaining to the management of the Convention.
30. Coy Privette suggested to the chair that Glenn Harder come and share the Convention's efforts and reasons for incorporation. Mr. Harder spoke eloquently of the need for incorporation and the reasonableness of it all at this juncture. A power point presentation backed up what he was trying to say. He said that this was a move from "Trusteeship" of the Convention to "Convention ownership." With the Convention being an unincorporated association or fellowship, it was open to much more liability and loss of protection from lawsuits, he said. Incorporation also protects individual trustees,

board members, committee members, etc. Out of all the Baptist state conventions, only two at this time are unincorporated, that of North Carolina and Mississippi. In forming a non-profit corporation, the assets are merged into one place, as well as the liabilities, not spread over a vast array of entities.

31. The floor was opened up for discussion of the motion. Horton said he would have three men back of him standing by for questions, including Glenn Harder for business questions, John Small for legal questions, and Jim Royston for theological questions. Gene Scarborough, messenger from North Rocky Mount Church, offered an amendment, as follows:

I move that we make one slight change in the proposed Document of Incorporation: Give the "Autonomy" statement a main heading.

In discussing his proposed amendment, he explained that by relegating the Autonomy statement to an end paragraph it is difficult to find. It has changed a critical concept formerly listed as Article III to a subsidiary place in the new document, he added.

32. Further discussion was led by John Small, attorney, who stated there was no need for such an amendment as it would not change anything basically, and to file an amendment like this with the Secretary of State would cost extra money.
33. Since there was no more discussion pro or con, the chair called for a vote on the motion to amend the original recommendation. The vote for and against was taken by uplifted ballots. The motion failed.
34. The main motion was now back on the agenda. Discussion was allowed.
35. Bruce Martin, messenger from Village Church, Fayetteville, asked a question about the matter of officers and board members still being included as voting members at the annual meeting. He noted that he still observed this to be true in the constitution to be included in the new form of incorporation. He stated that it was voted overwhelmingly at last year's convention meeting to study this matter. Coy Privette was asked to respond to this question. Privette said that the Constitution and Bylaws Committee had voted to deal only with the matter of incorporation this year, and would at this convention recommend that this issue raised by C. J. Bordeaux be handled by the 2005 C&BL Committee. Also, the issue brought by Recording Secretary Ray W. Benfield related to Miscellaneous Business in the convention program will be referred to next year's committee also.
36. Mark Howard, Kennebec Church, Angier, was recognized at a microphone for a question. He asked why the Bible was not stated clearly in the Document as our authority in all matters? John Small, attorney, said this was inferred in the document as a religious body relying on the first amendment of the constitution, and was not necessary to be placed in specifically. This was not in the Convention's constitution before incorporation, he added, and the group had attempted to bring the constitution and bylaws into the new form as much like it had been as possible. The one main exception is the eventual loss of the trustees.
37. Robert Jackson, messenger from Peninsula Church, South Yadkin Assn., moved the previous question. With a second, the motion was not debatable, and the vote was taken by uplifted ballots. The motion was approved to cease discussion and return to the main question for a vote.
38. The main motion was re-addressed by Coy Privette, and the count was taken by voting with uplifted ballots, pro and con. The motion passed.
39. Privette returned to the podium to present the second recommendation from his Committee pertaining to incorporation. His motion included the resolutions # 2-7 found on page #4 of the *Biblical Recorder* insert found in the October 13, 2004, issue, as follows:

2. Election of Committees, Officers and Directors:

RESOLVED, the Convention hereby elects the following individuals named on the Committee, Director and Officer List (a copy of which is attached as Exhibit C) to serve in the official capacity as designated therein, which reflects a continuation of the current status of all individuals serving as a committee member, officer or board member of the Baptist State Convention

of North Carolina, an unincorporated association until the expiration of their term for such position in the Association.

FURTHER RESOLVED, that each individual so listed above shall serve in this capacity, each to serve as such until such member's successor is elected or appointed and qualified or, if earlier, until the death, resignation, or removal from such position of any such person authorized by the Articles and By-Laws.

3. Designation of additional individuals covered by indemnification:

RESOLVED, that, in addition to the individuals identified in the Articles, the Convention hereby designates the following to be covered by the indemnification provisions set forth in Article XIX of the Articles:

- 1. Members on the Convention Committees as set forth in Article II.A.1 and .2 of the Bylaws;**
- 2. Members on the Board Committees and Special Committees as set forth in Article IV.B.4.a. of the Bylaws;**
- 3. Members of the Board of Advisors and the President of Fruitland Bible Institute as set forth in Article V of the Bylaws;**
- 4. Associate Executive Director - Treasurer;**
- 5. Executive Leader, Business Services Group;**
- 6. Executive Leader, Convention Relations;**
- 7. Executive Leader, Mission Growth Evangelism;**
- 8. Executive Leader, Congregational Services Group;**
- 9. Executive Leader, Public Relations and Resource Development;**
- 10. Comptroller**

4. Contribution Agreement with Association;

RESOLVED, that the Convention authorizes the execution of that certain Contribution Agreement, dated (November 16,) 2004, between the Convention and the Baptist State Convention of North Carolina, an unincorporated association (a copy of which is attached as Exhibit D).

5. Merger with The Trustees of the Baptist State Convention of North Carolina Incorporated;

RESOLVED, subject to the approval of the Board of Directors of the Convention, the members hereby authorize the adoption of that certain Plan of Merger, dated (November 16,) 2004, a copy of which is attached as Exhibit E and the filing of Articles of Merger, a copy of which is attached as Exhibit F, with the North Carolina Secretary of State's office.

6. Tax Exempt Status;

RESOLVED, that James H. Royston be and hereby is authorized and directed to file such applications and documents with the Internal Revenue Service and the North Carolina Department of Revenue and to take such other action as he deems necessary or desirable to obtain recognition of the tax-exempt status of the Convention.

7. Implementation:

RESOLVED, that the officers of the Convention and of the Convention's Board of Directors are hereby severally authorized (a) to sign, execute, certify to, verify, acknowledge, deliver, accept, file, and record any and all instruments and documents, and (b) to take, or cause to be taken, any and all such action, in the name and on behalf of the Convention, as (in such

officer's judgment) shall be necessary, desirable or appropriate in order to effectuate the purposes of the foregoing resolutions.

FURTHER RESOLVED, that any and all action taken by any proper officer of the Convention prior to (November 16,) 2004, taken in effectuating the purposes of the foregoing resolutions is hereby ratified, approved, confirmed, and adopted in all respects.

--- See the *Biblical Recorder* insert in the October 13, 2004 issue for:

Exhibit A: Articles of Incorporation --- See pp. 5-6

Exhibit B: Bylaws --- See pp. 6-14

Exhibit C: Committees, Directors and Officers List --- See p. 14

Exhibit D: Contribution Agreement --- See p. 15

Exhibit E: Plan of Merger --- See p. 16

Exhibit F: Articles of Merger --- See p. 16

40. After the motion, discussion and/or questions were entertained. There being none, the convention proceeded to vote by uplifted ballots on the motion, pro and con. The motion passed.
41. Two additional resolutions, found printed in the box in the right middle of page 4 in the *Biblical Recorder* insert in the October 13, 2004, issue, were recommended by Privette for consideration by the convention. The motion was read as follows, with this informal heading, (RESOLUTIONS FOR THE MEETING OF THE BAPTIST STATE CONVENTION OF NORTH CAROLINA, AN UNINCORPORATED ASSOCIATION):

1. **Contribution Agreement.**

RESOLVED, that the Association is authorized to enter into that certain Contributions Agreement dated (November 16,) 2004, with the Baptist State Convention of North Carolina, Inc., a copy of which is attached as Exhibit A.

2. **Implementation.**

RESOLVED, that the proper officers of the Association are hereby severely authorized to (a) sign, execute, certify to, verify, and acknowledge, deliver, accept, file, record any and all instruments, and (b) take, or cause to be taken, any and all such action, on behalf of the Association, as (in such officer's judgment) shall be necessary, desirable or appropriate in order to effectuate the purposes of the foregoing Resolutions.

FURTHER RESOLVED, that any and all action taken by any proper officer of the Association taken to effectuate the purposes of the foregoing resolutions are hereby ratified, approved, confirmed, and adopted in all respects.

Exhibit A: Contribution Agreement --- See p. 15

42. Discussion was opened on the motion. However, with none offered, the motion was put to a vote by uplifted ballots, pro and con. The motion passed.
43. Privette, referring back to a previous matter, offered a motion to ask the convention to refer to the 2005 C&BL Committee the two motions passed at last year's convention for study by the 2004 C&BL Committee. One was the motion by C. J. Bordeaux asking for a study of the policy of allowing officers and Board members of the Convention a separate messenger status at the annual meetings, in addition to their local church's maximum number of qualification for messenger status.

The other issue was a motion by Recording Secretary Ray W. Benfield asking for a study of how the Miscellaneous Business sessions might be improved for more expedient results and unity. His motion was to recommend these two issues to the 2005 Constitution and Bylaws Committee for their consideration, since this year's committee did not desire to take anything else on in addition to the incorporation efforts for the Convention. No second was needed, since the motion came from the committee.

44. The floor was opened for discussion. Bruce Martin asked if the question of what is a cooperating church could be included as another matter for the new C&BL Committee to study. The chair placed the Privette's motion on hold, and asked the speaker to bring his question or suggestion in written form to the platform for further consideration, so that it would not delay the time unduly. He agreed to that suggestion, and the chair moved on to the next order of business, Committee Reports, while this matter was being clarified.
45. The Historical Committee report was given by Hargus Taylor, chair, of Murfreesboro, found on pp. 52-53 in the Book of Reports. With no recommendations, he reported the committee seeks to encourage churches, associations, and the convention in keeping historical records updated: 1) Noting specific events, and 2) Sponsoring competition among the different entities with writing contests.

During the past year, 43 churches reached significant "round number" years of service and ministry, including: 23 completed 150 years; 8 completed 175 years; 6 completed 200 years, 4 completed 225 years, 1 completed 250 years, and one completed 275 years (this last one was Meherrin Church, Murfreesboro, West Chowan Association).

There were 15 entries by historians of churches, associations, and organizations or biographies. Two categories presented the winning entries as follows:

- 1) A Local Church History --- *Faithful and Free: A Bicentennial History of First Baptist Church, Aboskie, N. C. (1804-2004)*

By: Dr. Jesse Croom, Pastor

- 2) An Organization --- *And So Much More: Living Legacies of North Carolina Baptist Women on Mission*

By: Dorothy Allred, former President of North Carolina WMU

Dr. Croom received the award for his work and on behalf of his church. Ann Smith, from Burlington, and President of North Carolina WMU when the book was authorized, received the award for Dorothy Allred who could not be present. Smith served on the committee that planned the book. She recognized other committee members, including some who have passed on and some present for today's honor.

Taylor noted that the Baptist State Convention itself will celebrate the milestone of 175 years existence next year in a special celebration. A committee has been chosen to lead the planning of the celebration. Dr. Roy Smith, Executive Director-Treasurer Emeritus of the Convention, will serve as chair.

46. Now continuing to deal with the motion already made by Coy Privette on referrals to next year's Constitution and Bylaws Committee previously, Bruce Martin, Village Church, Fayetteville, made a motion to amend the original one. His motion was:
- "I move that the 2004 annual convention of the Baptist State Convention direct the 2005 Constitution and Bylaws Committee to consider three issues. The first matter involved the election of Messengers to the convention; the second matter concerned the handling of miscellaneous business at the convention, and the third matter is the definition of cooperating churches."
47. During discussion, Privette said he saw no problem with including the third matter for study along with the other two. Rick Matthews, messenger, College Park Church, Winston-Salem, asked a question about the present system of allowing churches to exclude up to three causes in the Convention budget, regardless of which ones they were. The answer was "yes," and he said he saw no problem with it the way it is. The vote was taken on the motion to amend the original one, with uplifted ballots, pro and con. The vote was in the affirmative.
48. The main motion, as amended, was then presented for discussion and voting. With no discussion, the vote was taken with uplifted ballots, and the measure passed.
49. Jeff Long, Gastonia, chair of the Committee on Nominations gave their report. In addition to the printed report, he added the name of Mabel Harmon from North Lexington Baptist Church in Liberty Association, to serve a 2006 unexpired term. Her name had appeared in the *Biblical Recorder*, as

required. Long's motion to approve the Committee on Nominations report was put to a vote by uplifted ballots, as there were no questions or discussion. The motion passed.

50. The Committee on Committees, chaired by Michael Barrett, Pleasant Garden, reported its recommendations. The motion to approve their selections was voted on without questions or discussion, and was passed.
51. President Horton announced a meeting of the General Board (Board of Directors) at 6:15 pm in the Winston Room. He then turned to Brian Davis, Second Vice President, to moderate the meeting.
52. The moderator called on Neal Eller to lead in the "Celebration of Music."
53. Eller asked the messengers to greet three people and share with one of them their favorite scripture verse. He then read a Bible passage from Revelation 5:11-14a, and led in singing *Holy, Holy, Holy; Worthy of Worship; To God Be the Glory; and Victory in Jesus*.
54. At 10:20 am, the time arrived for a fixed order of business, the election of the President of the Convention for the ensuing year. The floor was opened by the moderator for nominations. Craig Hamlin, messenger from East Taylorsville Church nominated David Horton for re-election. With no additional nominations, the vote was taken by uplifted ballots. Horton was re-elected for a second term as allowed by the constitution
55. As the time for Miscellaneous Business was reached, Ted Stone, messenger from Grace Church, Durham, made the following motion: ***"I move that the General Board, including the Executive Committee and Budget Committee, develop a budget proposal for 2006-2007 that abolishes the multiple giving plans system currently used, and replace this system with a single giving plan, dividing the Cooperative Program funds sent from the local churches in the following manner: 65% for the budget of the Baptist State Convention of NC and 35% for Southern Baptist Convention budget.***

And I also move that the General Board, including the Executive Committee and the Budget Committee, include in this budget proposal for 2006-2007 an amount for the operation of Fruitland Baptist Bible Institute that is no less than the total amount provided for the smallest Baptist college receiving Cooperative Program funds in the BSCNC budget. The motion received a second from the floor.

A technical correction to the motion was suggested with regard to the Convention's recent approval of incorporation, which changed the name of the **General Board** to the **Board of Directors**. The correction was made with the approval of Mr. Stone and the individual who seconded his motion.

56. Stone was given permission to discuss his motion in detail.
57. LeRoy Burke, chair of the Budget Committee, and messenger from East Lumberton Church, spoke against the motion. His main reasoning was that the present budget committee had hosted a number of listening sessions across the state during the past year about the budget and the giving plans, and he said about 80% of all respondents supported the four giving plans now offered to the churches, in the interest of unity and fairness in our work and ministry together.
58. C. J. Bordeaux, messenger from Hillcrest Church, Monroe, spoke against the motion, stating he had consulted with Morris Chapman, SBC Executive Committee President in Nashville, TN., who stated he did not take sides in state matters such as this, and did not support this motion, as has been suggested by some.
59. Dale Robertson, messenger from North Main Church, Rowan Association, spoke in favor of Stone's motion.
60. James Royston spoke against the motion, citing the possibility of losing a vast amount of financial support in a time of tight money everywhere, if such a motion were to be approved.
61. Paul Berry, messenger from Grainger Church, Kinston, spoke in favor.

62. Todd Blake, First Church, Clinton, urged defeat of the motion.
63. Roy Smith, messenger, Crabtree Valley Church, Raleigh, and former Executive Director-Treasurer of the Convention for many years, urged defeat of the motion, saying the Convention has been giving some choice in excluding up to three items in the budget for a very long time, seeking to keep churches together for the best overall work of the kingdom of God. He shared his concern for disaster for the work of the Baptist State Convention if such a measure were to be approved at this time.
64. Gregg Barefoot, messenger from Stony Point Church, Alexander Association, shared his support for the motion.
65. Mark Olsen, messenger, Snyder Memorial Church, Fayetteville, spoke against the motion.
66. J. D. Green, Summit Church, Durham, favored the motion.
67. Ann Smith, messenger, First Church, Burlington, and former President of N. C. WMU for five years, moved the previous question. After a second, the motion passed by uplifted ballots to cease debate.
68. The main motion made by Ted Stone was placed before the body and voted on by uplifted ballots. The motion was defeated by a substantial margin. The time allowed for Miscellaneous Business was depleted with no more time for other business.
69. Brian Davis introduced Melissa Brothers and Howard Chandler from Gate City Church, Greensboro, for special music before the President's Address.
70. The chair recognized Michael Horton, son of President Horton, to read the scripture (Luke 13:1-9) and lead in prayer before his father brought the message.
71. The topic of the President's message was "Living Up to God's Expectations." He then quoted John 15:16, and said, "You've heard of 'underachievers' and 'overexpecters.'" The students are most often the underachievers and the teachers the overexpecters. Addressing the statement to the audience, Horton exhorted, "North Carolina Baptists! I believe God has surrounded us with opportunity. He's planted us in the vineyard and given us all the resources. Let's not fail to make the most of our opportunity, let's make sure we live up to God's expectations." He further expressed this idea by saying, "God expects us to take the opportunities that He gives us and make the most out of them. If we fail to live up to it, it is actually a sin that God will judge."

He says that in verses 1 - 5 of his scripture text, Jesus is discussing the need for repentance, and one may wonder what that has to do with the parable of the fig tree that follows in verses 6 - 9. The parable of the fig tree is actually based on the thought of repentance. Jesus had high expectations for those people and he has the same high expectation of us. Just as Jesus wanted them to see the core problem and correct it, so he does with us as we read this story and apply it to our daily lives.

As a people called "North Carolina Baptists," God has given us tremendous opportunity and potential, and the prayer is that we will not let God down. Horton listed three truths from the fig tree story. First, God has planned beforehand that we should bear fruit. The purposes of the fig tree and the Christian are the same, that of bearing fruit. This is not unreal for us to believe this truth. God realizes our potential, because he created us, and often he believes in us more than we do ourselves. He challenged the messengers individually to consider God's purpose for our lives. He said if we did that sincerely we might find God has more in mind for us than arguing over the color of the carpet, whether or not we're going to have drums and guitars in the worship service, or as a convention how many giving plans we should have. He strongly urged that we focus instead on reaching a lost world for Jesus.

Secondly, the president reminded those in attendance that God provides resources so that his followers may bear fruit. He does not expect Christians to bear fruit without his assistance. He planted us in his vineyard, just as the farmer planted his fig tree, and he fills us with his Holy Spirit to guide us in our fruit bearing potential. We shall succeed in our efforts if we eliminate three concepts from our vocabulary: "can't, quit, and compromise." With Christ, we can do all thing, he said.

Thirdly, Horton uttered a warning. Just as the fig tree was threatened with being cut down, so shall God's judgment rest upon his followers when they do not bear fruit. God's judgment comes upon us for the bad things we do, but also for the good things we do not do. Men often forget this two-sided offense that makes up sin. God will judge individuals, churches, and conventions for these sins. The speaker cited Revelation 2:4 & 5 ("I have this against you . . .") in cautioning the church at Ephesus which faced the same judgment. He said that Jesus had taken a tour and found much that was right, but many things were left undone and he threatened to judge them for it. He quoted from James 4:17 saying, "Therefore to him that knoweth to do good and doeth it not, to him it is sin."

In conclusion, Horton asked, "What is it that God wants to do through you, your church, your convention?" He reminded the listeners that we don't have all eternity to make up our minds. No one knows how much time is left for anyone. He said again God had surrounded us with unlimited opportunity, planted us in his productive vineyard, and has provided various resources aplenty. He urged that we make sure we live up to God's expectations.

72. The closing prayer was led by Perry Holleman, Minister of Education, First Church, Shelby. The session was then adjourned for lunch.

TUESDAY AFTERNOON, NOVEMBER 16, 2004

73. The Breakout Sessions included various topics and different venues around the Coliseum facilities.
74. From 1:30 to 3:00 pm, Neal Eller led "An Integrity Music Reading Session on the Arena Floor. The first 200 to sign up at the Music and Worship Booth in the Annex were awarded a free packet of music for this session.
75. Between 2:00 and 3:00 pm, "Discipling Busy Adults" (to be repeated at 4:30 pm) was led by Eddie Hammett in the Piedmont Room. Key questions were dealt with in this seminar, including "When, what and where are the best times and places to disciple busy adults?", and "How can you build a new core of leaders from the next generation?", and "What are essential ingredients in discipling the younger generation?"
76. From 2:00 to 3:00 pm, "Ideas for Children's Ministry" (& repeated at 4:30) was led by Janice Haywood in the Interview Room. Worship needs can be met for parents, children and others. They explored ways to make it happen in a multi-generational worship service or in a separate children's worship service. Participants received helps for children's sermons and other worship ideas.
77. A third conference at this time entitled "Prayer for Spiritual Awakening," (& repeated at 4:30 pm) was led by Chris Schofield in the Salem Room. They examined the biblical principles that help believers pray more effectively toward revival and spiritual awakening. The group was given practical ways to pray and lead others to pray specifically for revival and awakening.
78. Another session was led by Shane Nixon in the Winston Room revolving around "Ministry in the Digital Age." This conference was held for churches at the beginning level of technology. Questions such as "How do you communicate our 2000-year-old faith to a cyber culture that measures history in nanoseconds and for whom instant gratification is too slow? Find a practical overview of the 'why' and 'how' of digital-age ministry. (This session was repeated at 4:30 as well.)
79. From 2:00 to 5:00 pm, the "Pursuing Vital Ministry Congregational Awareness" session was conducted. Bill Moore and Russ Conley co-directed this session in the Home and Garden Building. In this program, the Baptist State Convention partners with congregations which are passionate about reaching their full kingdom potential, and who are willing to make the transitions necessary to live into that future. These partnerships embrace the spiritual strategic journey of Pursuing Vital Ministry (PVM). Pastors were introduced to this new approach to renewal. Pastors who want to learn more will be invited to an in-depth "Exploration Learning Experience" at the Hollifield Leadership Center at a later time.

80. From 3:15 to 4:15, David Moore, Chad Hall, and John Jones led a “Coaching” clinic in the Interview Room. Pastors were introduced to the “coaching” method with certain skills of leading more people to reach their full Kingdom potential.
81. Bob Foy led a group in the Piedmont Room on “The Church Renewal Journey: Awake, Equip, and Send Today’s Congregations into a Lifestyle of Ministry and Evangelism.” This course was held to help the laity understand that all people are called and gifted for service.
82. Marty Dupree spoke in the Salem Room to a group on “Developing an Evangelism Strategy for the Local Church.” He urged each church to have a plan for reaching its own community for Christ. The strategies for church evangelism taught here can be customized for any church and were designed to help all church ministries be intentionally evangelistic.
83. During the same as for all this group of courses, 3:15 to 4:15 pm, “The Families of God” was led by Steve Sumerel in the Winston Room. This session was meant to help churches see that Families need our congregations to assist them to strive spiritually in our consumer-driven culture. The church congregation can sustain, support, heal, and bless families as they meet the challenges of living the Gospel in today’s world.
84. The last course was taught from 4:30 to 5:30 pm in the Monicle Room by John Roberson and University Representatives. North Carolina Baptist colleges and universities resource our churches in ways ranging from pulpit and seminar speakers to youth worship teams to research and survey teams and so much more. Also, the representatives discussed the affordability of our colleges and universities for Baptist students.

TUESDAY EVENING, NOVEMBER 16, 2004

85. J. Chris Schofield, of Cary, Senior Consultant, BSC Prayer Evangelism Strategies, led in a prayer devotional at 6:55 pm. He suggested an emphasis on united prayer, as shown on the screen. The Great Commission of Christ to go into all the world, as found in Acts 1:8 was the text on which a united prayer effort was sorely needed. Everyone was asked to turn to someone nearby and join together in united prayer focusing on four points: 1) Prayer for Christ to open doors for the Gospel in North Carolina to spread rapidly in the state and in our partnership and affinity mission fields. 2) Prayer for God to send, empower, and fill His witnesses as they go into Wyoming, Armenia, Cuba, Hawaii, New York, Alaska, and Malaysia. 3) Prayer for a lost person that God would open his/her eyes and ears to the good news of Jesus. 4) And, Prayer for revival and spiritual awakening in North Carolina, North America, and the world. The leader of this prayer session closed it out with an audible prayer.
86. The Kingsmore group from Calvary Church, Winston-Salem, presented a Celebration of Worship with praise music, including *Here I Am to Worship*, *God of Wonders*, *Blessed Be the Name*, and *Near the Cross*. Their theme was “Focusing on the Cross,” based on I Corinthians 1:18 and Philipians 4:12-13.
87. At 7:00 pm, Mrs. Phyllis Foy, First Vice President of the Convention began presiding as she called the meeting to order. She recognized those who had brought the devotional service, and then recognized John Butler, President of the Board of Directors (previous to action earlier at this convention “The General Board”) for a report.
88. Butler recognized different groups and individuals who had been most helpful and effective in carrying out the work of the Board during the past year, including his family and the church where he is pastor, First Church, Matthews. He cited Attorney John Small of Greensboro, for a huge amount of work on behalf of the incorporation effort of the Convention. Also, he mentioned Mrs. Betty Pleasant, Recording secretary of the Board for her excellent and detailed work for the Board this year. He called the individual names of the outgoing Board members rotating off their term of service. He expressed special thanks to all the Board members for their cooperation, support and good work. The Executive Committee was singled out for special recognition for long hours spent beyond Board meetings, extensive travel, and hard work on important issues before the Committee.

89. A Board recommendation found on pages 4 and 5 of the *Book of Reports* was referred to by the Board president and a motion made to adopt it, as follows:

MOTION: Hawaii Pacific Baptist Convention Partnership. The General Board (now "Board of Directors") recommends that North Carolina Baptists enter a three-year partnership with the Hawaii Pacific Baptist Convention for the purpose of completing mutually agreed upon mission projects that will strengthen and encourage each of the partners. The partnership would begin on January 1, 2005 and conclude on December 31, 2007.

The presiding officer recognized Mr. Veryl Henderson, Executive Director of the Hawaii Pacific Convention for his comments on this partnership. He stated there are 122 churches in 12 different languages over this vast area of Baptist work in the Pacific. With no further discussion or questions, the chair called for a "Yes" or "No" vote. The motion passed.

90. The Board president continued with the report by calling attention to a second recommendation on page 4 of the *Book of Reports* regarding a partnership with the Wyoming Southern Baptist Convention, USA. Due to the nature of this relationship, it is referred to as a "prayer affinity" partnership. The recommendation coming from the Board contained the following motion:

MOTION: The General Board recommends that North Carolina Baptists enter a three-year partnership with the Wyoming Southern Baptist Convention for the purpose of completing mutually agreed upon mission projects that will strengthen and encourage each of the partners. The partnership would begin on January 1, 2005 and conclude on December 31, 2007.

With no discussion, the chair called for a "Yes" or "No" vote. The motion was approved.

91. This phase of the Board's report ended with applause from the body for the good work of the Board and John Butler's leadership. He, in turn, thanked Phyllis Foy for her leadership, and his church for allowing him time off to serve the Convention in this manner.
92. A Celebration of Missions Mobilization followed next on the program. This missions emphasis was led jointly by Mrs. Ruby Fullbright, Executive Director-Treasurer of Woman's Missionary Union of North Carolina and Mr. Richard Brunson, Executive Director-Treasurer of N. C. Baptist Men. Flags of nations ministered to by North Carolina Baptists were displayed at the front of the arena. Mrs. Fullbright asked everyone to stand and sing "*We've a Story to Tell to the Nations.*" The theme of the program was "The State of our Mission." Based on the scripture from Acts 1:8, Mrs. Fullbright said our mission is to go into all the world with the gospel of Jesus Christ. Acts 1:8 shows Jesus speaking with his followers just before his departure on his return to heaven after the resurrection.

Mr. Brunson explained it in relation to North Carolina and our mandate to go around the world. Both leaders assured the body they are officially now on the same team to assist in getting the job done. Partnerships began in the early 1980's, with West Virginia the first in the U. S. Togo was the first outside the U. S. The same witness and work followed in Brazil, Poland, New York, Swaziland, Ukraine, Czech Republic, Lesotho, Honduras, South Africa, Alaska, Malaysia, Cuba, Singapore, Armenia, and others. A video on Armenia was shown, with church construction, medical, and children's work. Also, church construction in Cuba was noted. We're a global family of Christians for God. One man in Malaysia said, "Our (men's) hearts are a highway of God's love to others."

According to Mrs. Fullbright, education in missions is so important for every church, and two outstanding camps for children and youth are provided at Camp Caraway and Camp Mundo Vista near Asheboro with "real live missionaries" present each week. The Program Director for Mundo Vista, Ms. Suzanne Reece, spoke about the ministry going on at Camp Mundo Vista. Suzie Tipton, a special little girl in GA camp gave her testimony about what it meant for her to be accepted for a week of camp. Her mother, Mrs. Angela Tipton of Hendersonville, also spoke about the "miracle" of her daughter with exceptional disabilities being welcomed into the camp just as much as the other girls attending. Expert care was given by the staff, and kindness and consideration were extended by the other campers as well. Suzie's sister, Beth, was able to stay alongside her during the camp experience, partly to allay the anxiety of Suzie being away in camp for the first time in her short life.

Richard Brunson discussed the Disaster Relief program of Baptist Men, from nearby in a North Carolina community to the Tsunami disaster in Southeast Asia. From hurricanes to ice storms, North Carolina Baptist men were there in 2004. Around 30,000 miles per year may be put on equipment owned by Baptist Men and the churches of North Carolina. Over 40,000 meals per day can be provided through Baptist Men, as well as child care services and other such related ministries. The video called "Hope" was shown to reveal the vast amount of outreach and help that Baptist Men continue to give year after year for over 20 years since the program began. In 2004, ten different disasters in five different U. S. states called out North Carolina's Baptist Men again and again to "reach the world with the Gospel of Jesus Christ."

Gaylon Moss, Disaster Relief Coordinator for N. C. Baptist Men, told of the early partnerships in disaster relief, as well as projects of a positive nature. The first partnership was with the African nation of Togo in the early 1980's. Mission teams who had gone to Armenia, Cuba, Malaysia, and other countries as volunteers were requested to stand to be recognized. Various people gave testimonies of their involvement in mission projects.

The Acteens across the state are conducting a CrossWalk over North Carolina, which began in May, 2004 in the west, and will conclude in the east at Caswell in May, 2005 at a special event. Many churches, regions, and associations are involved in the CrossWalk. A group of Acteens performed interpretive movements to the hymn, "*We Lift Our Voices*," on the stage, as a group of RA's carried a huge stand-up cross to the forefront to close out this presentation. The GA's and Acteens gave out handmade crosses to remind everyone that we are "Christ Followers," following the mission theme for this year. A round of applause was awarded the youth and their leaders.

93. The chair welcomed Mrs. Sally Pereira to the podium to introduce the preacher for the convention sermon. Mrs. Pereira said it was one of the hardest decisions she's ever had to make, but after Dr. Royston called her on behalf of the Program Committee to do this, and after much prayer, she decided it would be one of the best things she could do to honor God, this Convention, the speaker for this message, and her late husband. Dr. Pereira was President of the State Convention for almost two years, having died just a few days before the convention meeting in November, 2004. Referring to her husband, she said that Jerry's "trophies" from this life are stored away in boxes now, no longer valuable to him. Even though he valued education, and other awards to his credit, his loving wife said that his true and lasting trophies were the souls of men, women, boys and girls that he had witnessed to about the saving love of Jesus Christ. She said her husband, Dr. Pereira, had suggested this speaker before his untimely death. Also, Mrs. Pereira said that she and the speaker, Mrs. Anne Graham Lotz, were almost like blood sisters, after having fathers who worked together for so many years in the Billy Graham Evangelistic Association. Her father was the Rev. T. W. Wilson, an Associate Evangelist. She thanked Anne for a copy of her most recent book, *GIVE ME JESUS*, as well as North Carolina Baptists for their love and prayers following the death of her husband, Jerry, then pastor of the Church, Swannanoa. The introduction was a very genuine, gracious, positive, and spirit-led presentation of Mrs. Anne Graham Lotz, Founder and President of AnGel Ministries in Raleigh, and the second daughter of Dr. & Mrs. Billy Graham.
94. Mrs. Lotz began her message by thanking her dear lifelong friend, Sally, for her warm and thoughtful introduction. She based her sermon, "Give Me Jesus," on the scripture from Ezekiel 1, which she read aloud, followed by a prayer. Like Ezekiel, whose heart-cry she believed was also "Give Me Jesus," and who ran into a very difficult storm in his life, we have storms in our lives, and we need a way through them like Ezekiel. Just "Give Me Jesus!" she shouted. Mrs. Lotz urged that we get to know God, if we don't readily know who He is. She suggested that God can use witnesses, messengers who stay with the Word of God, who pray to God, who are clean with God in daily life, and anyone willing to of service in God's kingdom. Lotz begged for God's messengers to be true and dependable in the Lord's vineyard, messengers that God can use who are focused, fired up and faithful. She said the message the world needs to hear is "not our programs, our denominations, or even our service. The one true and most needed message is Jesus, focused on the Word of God, doing His Word, and doing it in God's way. The gospel is too important to be sidetracked by distractions such as rivalry, competition, jealousy, or division. We've got to be united, not divided, if we're going to take God's Word to the waiting world."

Lotz urged Christians to build lasting relationships with non-Christians in order to win many of them. We must steep ourselves in the scriptures so we'll have the right word to share when the opportunities arise. Also, she advised that messengers of God not put their work before their worship. Worship comes first, then the work will be what God directs, not what we want. Christians should reserve time alone with God daily, in prayer and Bible study, the key to a spirit-filled life.

Mrs. Lotz is the first woman to bring the annual convention sermon. The message was widely well-received and an inspiration to many in the Tuesday evening session attended by approximately 2,000 messengers and guests.

95. The closing prayer was brought by the Rev. Barbara Bell, Pastor of Goshen Church, Leland. This ended the Tuesday Evening session.

WEDNESDAY MORNING, NOVEMBER 17, 2004

96. To begin the last segment of this convention, David Treadway, pastor and messenger from Sandy Ridge Church, Hickory, led the meeting in a time of prayer.
97. A time of celebration in worship was led by Neal Eller, featuring three hymns: *Step by Step*; *Joyful, Joyful, We Adore Thee*; and *Shout to the Lord*. Eller then led in prayer, followed by the congregation singing *Amazing Grace*. Michael McKnight, pianist, and Carol Cone, Organist for our annual meeting this year were acknowledged and a round of applause offered our appreciation to them.
98. David Horton, President, thanked the musicians who helped in leading the sessions this year. Also, he lauded the two parliamentarians for their faithful work in assisting the officers in presiding, as well as the messengers in carrying out their desires as they participated in the meetings. Norman Jameson and his able staff were given a word of commendation for seeing that everything was set up for these meetings, especially in view of the needed change of venue from Monday evening in the Education Building to Tuesday morning in the Coliseum.
99. The Resolutions Committee chair, Burke Holland, was recognized for their report. Holland noted his excellent committee in getting the assigned task completed.
100. Mike Hamby, committee member from Wilkesboro, read the first resolution recommended to the convention, as follows:

RESOLUTION ON MARRIAGE:

Whereas, marriage throughout history has been the basic building block of society from time immemorial, and

Whereas, much division has come to our nation with the legalization of same sex marriages in some areas of the United States;

Be it resolved, that we the Baptist State Convention of North Carolina, meeting in annual session November 15-17, 2004, do publicly and emphatically declare our belief that marriage is the union between a man and a woman; and

Be it further resolved, that it is our fundamental belief that hope and healing for this and other moral problems of our nation only come through a saving relationship with Jesus Christ.

101. The floor was opened up for discussion of the motion. Marvin Burley, messenger from Forest Hill Church, Wilson, spoke in favor of the motion, but suggested that it should go further.
102. C. Ray Barnhill, pastor and messenger from Forest Hill Church, Wilson, rose to bring a substitute motion, as follows:

RESOLUTION ON THE PROTECTION OF MARRIAGE:

Whereas, marriage from the time of creation has been the basic building block of society; and

Whereas, God's original plan for marriage is described by Jesus in Matthew 19:4-5, where he said, "that he which made them at the beginning made them male and female," and said, "for this cause

shall a man leave his father and mother, and shall cleave unto his wife; and they two shall be one flesh;" and

Whereas, the Supreme Judicial Court of the State of Massachusetts has declared in a 4-3 decision that the Massachusetts legislature must provide for same sex marriages and whereas the state of Massachusetts has begun issuing marriage licenses to same sex couples; and

Whereas, there is the possibility that successful legal challenges could force other states, including North Carolina, to recognize these marriages as being valid; and

Whereas, local officials in California, Oregon, and other places in our country have tried to issue marriage licenses in violation of the laws of their respective states; and

Whereas, the possibility exists that the state of North Carolina may be forced to accept same sex marriage as the law of the land without any vote by our elected legislators in the U. S. Congress;

Therefore, be it resolved, that we, the Baptist State Convention of North Carolina, meeting in annual session at Winston-Salem, North Carolina, on November 15-17, 2004, do publicly and emphatically declare our belief that marriage is only the union between a man and a woman; and

Be it further resolved, that it is our fundamental belief that hope and healing for this and other moral problems of our nation come through a saving relationship Jesus Christ; and

Be it further resolved, that we encourage the North Carolina General Assembly and the Congress of the United States, with all deliberate speed, to pass legislation for constitutional amendments to the state constitution and the United States constitution, respectively, to protect marriage as being the union of a man and a woman and requiring that neither these constitutions, nor any state or federal law, shall be construed to require that marital status of the legal incidents thereof be conferred on unmarried people or groups.

103. Upon receiving a second to the substitute motion, the floor was opened up for debate. Bob Boone, messenger, Webbs Chapel Church, Macclesfield, spoke for the motion.
104. Burke Holland returned to the main podium to seek to clarify the original motion of Pastor Barnhill, which was altered somewhat by the committee because of statements contained in it that were no longer true.
105. Mark Creech, Executive Director of the Christian Action League, and messenger from Bethany Church, Johnston Association, spoke for the motion.
106. Nathan Parrish, pastor and messenger from Peace Haven Church, Winston-Salem, spoke against the motion. He stated he believed the greatest enemy of marriage was the less than faithful living and fulfillment of marriage vows by heterosexual couples as outlined in the scriptures, not homosexuality.
107. Timmy Blair, messenger from Piney Grove Church, Angier supported the substitute motion.
108. Paul Rabon, messenger, Beverly Hills Church, Asheville, registered his support for Nathan Parrish's reasons for opposing this motion.
109. Paul Berry, Grainger Church messenger, Kinston, shared his support and encouragement to pass this motion.
110. Kenny Byrd, messenger from Nashville Church presented a motion to call for the question. The motion received a second, and not being debatable, the vote was taken by uplifted ballots, and the motion to cease debate passed.
111. Therefore, the main motion from Pastor Barnhill was placed in order for a vote by uplifted ballots without further discussion. The substitute motion passed.
112. Burke Holland, chair of the Resolutions Committee, presented a second proposed resolution for the body's consideration, as follows:

RESOLUTION OF APPRECIATION TO HOST CITY

Whereas, the 174th annual session of the Baptist State Convention of North Carolina is meeting November 15-17, 2004 in Winston-Salem, North Carolina; and

Whereas, the local citizens involved in welcoming and facilitating our sessions have done so in a very caring and effective manner; and

Whereas, the management and staff of the Lawrence Joel Veterans Memorial Coliseum went the extra mile to resolve a scheduling conflict in order to accommodate this Convention;

Therefore, be it resolved, that we, the messengers to the Baptist State Convention of North Carolina, meeting at the Lawrence Joel Veterans Memorial Coliseum in Winston-Salem, November 15-17, 2004, express our appreciation to the officials and people of Winston-Salem, the management and staff of the Lawrence Joel Veterans Memorial Coliseum and to the Local Arrangements Committee for outstanding service and kindness rendered to us during this annual meeting.

113. With no discussion, the vote was taken by uplifted ballots, and passed.
114. Paul Noe, chair of the Program, Place and Preacher Committee, made a motion to move the Miscellaneous Business segment of the program to a slot after the Council on Christian Higher Education so that they have their full time to present their report and program. The vote was taken and the motion was approved.
115. The chair of the Enrollment Committee, Jerry Durmire, came forward to present their last report to the convention, as follows:

Registered Messengers from the Churches-----	3,132
Pastors-----	896
Other Church Staff-----	475
Spouses of all Church Staff -----	297
Lay Messengers-----	1,491
Visitors-----	218

TOTAL PRESENT - Messengers and Visitors ---- 3,350

116. The election of officers other than President was a "fixed order of business" to begin at 9:15 am. The First Vice President's office was opened up for nominations. Whitney Ford, messenger from Peninsula Church, Mooresville, nominated Phyllis Foy for re-election. Since there were no additional nominees, Mrs. Foy, messenger from Peninsula Church, Mooresville, was re-elected by uplifted ballots.
117. The Second Vice President's position was opened up for nominations. Rick Speas, messenger from Old Town Church, Winston-Salem, nominated Brian Davis, messenger from Beulah Church, Statesville, for re-election. There being no further nominations, the vote was taken with uplifted ballots, and Dr. Davis was re-elected.
118. The office of Recording Secretary was next to be filled. Ronald Hester, messenger from Clear View Church, Franklinville, nominated Richard Crider, pastor of Oakhurst Church, Asheboro. No one else was nominated, so Dr. Crider was elected by a vote with uplifted ballots.
119. The Assistant Recording Secretary nominee was Johnson Gupton, Interim Pastor and Music Director at Forest Hill Church, Winston-Salem. David Wooten, messenger from Lakeview Church, Linwood, was the nominator of Rev. Gupton, who was elected by uplifted ballots.
120. President Horton stated that the outgoing Recording Secretary, Ray W. Benfield, member of Northwest Church, Winston-Salem, had asked yesterday if he might say a few words of personal privilege after the election today. Permission was thus granted, and Dr. Benfield came to the podium and thanked the convention for the privilege of serving in the capacity of Recording Secretary for the past 7 years.
121. Paul "Skip" Stam, Parliamentarian, and a member of the N. C. General Assembly, asked for the personal privilege to speak to the body about how to help get things done in the North Carolina

Legislature, with special reference back to the discussion of the Resolution on the Protection of Marriage, which was passed earlier that morning. He suggested how different contacts with House and Senate members by their constituents are generally received. E-mail is the least effective, with a letter second on the totem pole, and a phone call third in importance, with a personal visit the most effective. It's the "10 - 4" plan of approach, as it takes about 10 e-mails to equal one letter, 10 letters to equal a phone call, and 10 phone calls to equal a visit. So, a visit is equal to about 1,000 e-mails. The Chair thanked Mr. Stam for this inside information.

122. The Council on Christian Higher Education report and program were now on the agenda. The Chair recognized Clella Lee, chair of the Council, to begin their special report, which included both video and live presentation by representatives from the five North Carolina Baptist State Convention supported Baptist colleges. The theme was "Education with a Mission," linking the ministry and mission of the various schools with the Baptists and their churches in North Carolina. A huge white chain was used to symbolize linking the ideals, ministries, and mission of the schools to the people of North Carolina who support them and benefit from them. The chain was given to each representative to hold their swaying set of links with the others. She spoke briefly in support of that school's efforts to serve North Carolina Baptists, its churches, and to emphasize its "Education with a Mission."

While the speakers told about their own involvement in their particular school, as students and/or staff, a silent video depicting activities at their school was shown. Participants were as follows:

Gardner-Webb University was represented by Meredith Morehead, a nurse and a local pastor's wife, who attended Gardner-Webb to become a Parish Nurse.

Chowan College was highlighted by Matt Keith, a multi-media student, quite active in the school's extra-curricular activities, including vice president of the Student Union.

Wingate University's music school was singled out with a musical presentation by international opera singer Anthony Dean Griffey, who grew up in First Church, High Point. He told his story and the music story at Wingate by singing one song, accompanied by Dr. Judy Hutton, Professor at Wingate, which was "This Little Light of Mine."

Mars Hill College's spokesperson was Erica Pace, a senior business major, who said she hopes to work in the business world and seek to bring to bear the Christian message of good morals and fair business ethics.

Campbell University's Pharmacy School was their representative through Dr. Jay Groce, Assistant Professor of Pharmacy, and a graduate of the school. He now also serves in a special program with Cone Hospital in Greensboro.

Mrs. Lee summed up the program and this concluded the Council's report, with a very receptive audience giving loud applause for these schools and what they stand for and are accomplishing for our students and for all of us.

123. The first item of Miscellaneous Business was brought by Dr. Mike Cogdill, Dean of Campbell University Divinity School. He is a messenger from the Memorial Church, Buies Creek. He cited the positive report just given on Campbell University, and the other four Baptist schools. He said he had been the Dean at Campbell's Divinity School since its inception, and the basic concepts had always been to emphasize Christ, the Bible, and the Church. There is no hint in the school or the University of following any other criteria for a sacred institution.
124. Jack Edge, messenger, Duke Memorial Church, Tar River Association, asked for a point of personal privilege. He shared how he had been handicapped for some time and felt the elderly and handicapped needed some rails to hold onto in trying to maneuver the steps in the coliseum. The chair promised this would be looked into for next year's annual session.
125. Phillip Addison, messenger from Stony Point Church, raised a point of personal privilege. He criticized Campbell University while attending there a short while, until he withdrew because of a disagreement of certain doctrines and practices. He went on in a lengthy speech about ecumenicity

versus being truly Baptists, and also criticized the Program, Place and Preacher Committee for permitting a woman pastor to close the Tuesday evening session in prayer.

The chair spoke with the parliamentarians and others about the bounds of “points of personal privilege” in parliamentary procedure. After a lengthy time of consultation, the chair stated that “the point of personal privilege” can be used in a way not intended for that privilege to discuss past, present, or future business of the convention. He asked Tom Dimmock, parliamentarian, to read from the manual what “point of personal privilege” normally limits itself to. They are: 1) A question about the order of business; 2) Request for a short intermission; 3) Adjourn, or adjourn to a different day; 4) A problem in the meeting place, such as not enough ventilation, etc.; 5) An emergency.

The chair stated again that this option in a meeting is not for discussing the business of the convention in any manner.

126. Joe Babb, requested to speak to a point of personal privilege. He was told by the chair to state his point, and they would determine if it met the criteria. He was allowed to give his full thoughts on the matter. He reminded the body that we are to be careful about our demeanor with one another, not divisive and over-critical with one another. He urged that all of us seek reconciliation with those with whom we differ on certain matters, and work together for the Kingdom of God, rather than on our own agendas. We should be working to keep our Convention together, not to divide it.
127. Paul Noe, chair of the Program, Place and Preacher Committee, moved that we extend the time for Miscellaneous Business by 5 minutes, since time had expired. The motion was approved for the additional minutes.
128. Dr. Jerry Wallace, President of Campbell University, messenger from Memorial Church, Buies Creek, spoke about the long-standing principles and virtues established and faithfully maintained by Campbell University. He noted the excellent report by the Council on Christian Higher Education, as well as Dr. Mike Cogdill's eloquent defense of the Divinity School and the University. He simply asked anyone with questions about any aspect of the University to make a trip to Buies Creek and seek out a consultant on any facet of their ministry and programs.
129. Dale Robertson, messenger from North Main Church, Rowan Association, raised a point of order about the Miscellaneous Business sessions. He admonished the chair to be fair with everyone who wants to speak, whether negative or positive, and whether popular or unpopular.
130. The chair responded that the presiding officers had been very fair, and that no one had been turned down, and that lenience had already been given to all constituents desiring to speak, including him.
131. Paul Noe, chair of the Program, Place and Preacher Committee, made a motion to extend the time for Miscellaneous Business for another 5 minutes since time had expired. The motion was approved by a show of ballots.
132. James McLean, messenger from Darlington Church, Halifax, moved the following: “It has come to my attention that some of us believe we are as North Carolina Baptists, are Southern Baptist. Therefore, I move that the Board of Directors of the Baptist State Convention of North Carolina, Inc. study the question as to who we are. And if we are not Southern Baptist, just Baptist, then also write out our Doctrinal Statement, stating our Basic Core of Beliefs. And report back to us at next year's convention.
133. Pastor McLean gave additional clarification and information about his motion, and why he brought it to the floor of this convention.
134. Rick Matthews, lay messenger from College Park Church, Winston-Salem spoke against the motion. He outlined how the laity outside this meeting generally view the work of the church, the Conventions, etc., so different from this body. He said they work together on partnerships work projects, and never mention these thing that are being brought up at these meetings which simply divide us, and cause us to lose time on doing the central things Christ wants us to ---- reaching the lost world for Him! He pointedly asked pastors to be the spiritual leaders they were called to be, and not the dividers of the people on questions that need not take center stage. He said if the pastors were

not willing to lead in a spiritual manner, then at least they should have the courtesy to get out of the way so the work and ministry can be carried on as Christ intended it to be, in unity and purpose.

135. Brian Davis, messenger from Beulah Church, Statesville, moved the previous question. The vote was held by uplifted ballots, and the motion passed.
136. The vote was then taken on the motion by James McLean by uplifted ballots. The measure failed.
137. Nathan Parrish had been standing at a microphone for some time to make a motion, but time had expired for Miscellaneous Business. He first made a motion that time be extended another 5 minutes. There was a second, but the motion was voted down.
138. Neal Eller came to the platform to lead the group in the hymn, "*Great Is Thy Faithfulness*," accompanied by the trumpet and the piano.
139. The final part of the Board of Directors' Report was brought to the floor by John Butler, President. He urged a reduction on the part of everyone in the area of politics in the Convention. He encouraged us all to work together in love, and in the one purpose of witnessing to the lost, he said this was our primary task, not to pick one another apart over different opinions and views on theology, etc. He unapologetically admitted he was a very conservative Christian, but he simply has no time for politics of the lower nature.

Butler stated the Board had one more matter to present to the convention for their consideration. The 2005 Budget is already approved, but there are three changes the Budget Committee is recommending to the N. C. Missions Offering goals. He thanked the Budget Committee and the General Board (Board of Directors now) and the Executive Committee for their hard work and unity of spirit in all their work. He gave a verbal report of the listening sessions the committee had across the state, with a wide-spread committee also from across the state.

He recognized Leroy Burke, chair of the Budget Committee, to come and present the recommendations for changes to the N. C. Missions Offering for 2005. Burke gave thanks to his fine committee, who had come to the platform for this presentation. They were hard working, faithful, and traveled widely without complaining. He thanked the three committee members rotating off, which were: Mrs. Lucille Yantz, Dan Gray, and Terry Brooks. He listed those remaining on the committee: Mrs. Judy Ledford, Keith Dixon, Randy Bishop, Dick Warren, and himself. He was very complimentary of the Convention's Comptroller, Robert Simon, who spearheaded their work in detail. He mentioned it was his birthday, so he led the body in singing Happy Birthday to Mr. Simon.

The recommendations were printed on page 5 of the 2005 Book of Reports, as presented by Burke, for the N. C. Mission Offering only (not the main Budget of 2005):

- 1. Increase the budget for North Carolina Baptist Men by \$37,057** to cover salary for the Medical/Dental staff person (inadvertently omitted from the 2004-2005 budget) and to cover an upgrade in the Disaster Relief/Volunteer Coordinator position.
 - 2. Increase the Woman's Missionary Union budget by \$30,779,** due to an upgrade in the Program Director Mundo Vista position and the decrease in cost in the Language Coordinator position as it becomes part-time.
140. The motion was opened up for discussion. Steven Owenby, messenger from Stewartville Church, Laurinburg, made a motion to amend the 2005 Budget by removing "Plan C" entirely. He asked to speak to the motion if there was a second. The chair conferred with other leaders on the stage, and then returned to the microphone to inform the speaker that his motion was out of order, since the motion on the floor had nothing to do with any of the Budget Plans for giving (A,B,C, or D). The motion under consideration was dealing solely with the N. C. Missions Offering.
 141. Steven Owenby came back to the floor microphone to ask a personal question. He wanted to know if he would have an opportunity later to bring this motion to the floor? The chair ruled that he would not have that opportunity this year.
 142. The main motion to increase the North Carolina Missions Offering as stipulated in the motion brought by the Budget Committee was now up for a vote, as there were no further questions. The vote was taken by uplifted ballots, and the motion was approved.

143. The chair invited Dr. Jim Royston, Executive-Director Treasurer, to come forward and install the new officers for the coming year and pronounce the benediction.
144. The new officers recognized are: President David Horton and wife Linda; First Vice President Phyllis Foy and husband Bob; Second Vice President Brian Davis, wife Jill, and son Benjamin; Recording Secretary Richard Crider and wife Dollie; and Assistant Recording Secretary Johnson Gupton and wife Jean. Royston also cited Dr. Ray W. Benfield and wife Evelyn, Recording Secretary for the past 7 years, and the Rev. C. Gene Booker and wife Bobbie, Assistant Recording Secretary for the past 5 years, for out-standing service to our Convention in keeping accurate records for posterity.
145. Dr. Royston led in a closing prayer for the installation of the new officers, and thanksgiving for those who have served faithfully before.
146. Dr. David Horton, President, pronounced the adjournment of the 174th annual session of the Baptist State Convention of North Carolina.

ARTICLES OF INCORPORATION

PREAMBLE

For the declaration of its fundamental purposes and the permanent guidance and control of its activities, this body does adopt the following as its Constitution, to wit: The undersigned, being a natural person of the age of eighteen (18) years or more, hereby makes and acknowledges these Articles of Incorporation for the purpose of forming a nonprofit corporation under and by virtue of the laws of the State of North Carolina as contained in Chapter 55A of the North Carolina General Statutes entitled the "North Carolina Nonprofit Corporation Act," as amended (the "Act").

ARTICLE I. NAME

The name of this nonprofit corporation is the Baptist State Convention of North Carolina, Inc. (the "Convention").

ARTICLE II. DURATION

The period of duration of the Convention shall be perpetual unless sooner dissolved in accordance with the Act.

ARTICLE III. TYPE

The Convention is a "charitable or religious corporation" within the meaning of the Section 55A-1-40(4) of the Act.

ARTICLE IV. PURPOSES

The Convention is organized exclusively for religious, charitable and educational purposes as permitted under Section 501 (c)(3) of the Internal Revenue Code (the "Code"), including, but not limited to, the following:

- A. To assist the churches in their divinely appointed mission; to promote missions, evangelism, education, social services, the distribution of the Bible and sound religious literature; and to cooperate with the work of the Southern Baptist Convention; and
- B. To do any and all acts and things which may be deemed desirable or expedient for the benefit of the programs of the Convention.

ARTICLE V. POWERS

In order to carry out the purposes set forth in sections (A) and (B) of Article IV, the Convention shall have full power:

- A. To solicit, acquire, hold, manage, convey, transfer and dispose of cash donations;

- B. To lease property;
- C. To invest in, acquire, hold, pledge, resell, exchange, transfer or otherwise dispose of securities of any nature and to exercise all rights, powers and privileges of ownership thereof, including the right to vote thereon for any and all purposes;
- D. To enter into, make and perform contracts of every kind for any lawful purpose without limit as to amount, with any person, firm, association, corporation, town, city, county, district, state, territory, or government; and
- E. To exercise any and all powers which may be conferred by law or which may be deemed necessary or expedient for the achievement of the objects and purposes of the Convention as set forth in Article IV.

It is understood that the Convention works together with the associations in seeking to fulfill these purposes. While independent and sovereign in its own sphere, the Convention does not claim and will never attempt to exercise any authority over any other Baptist body, whether church, auxiliary organization, association, or convention.

ARTICLE VI. MEMBERS; COMPOSITION

The Convention shall be composed of the following members described in Sections A. and B. below:

- A. Those messengers who have been duly elected by cooperating churches, have been duly registered by the Committee on Enrollment, and are in attendance at the annual session. The number and criteria for messengers shall be as follows:
 - 1. The number of messengers to which a cooperating church is entitled may be determined on either a numerical or financial basis:
 - a. On a numerical basis: every cooperating church shall be allowed two (2) messengers and one (1) additional messenger for every one hundred (100) members or major fraction thereof, beyond the first one hundred (100) members; provided that to have more than two (2) messengers, the cooperating church financially supports the Cooperative Program of the Convention by giving at least one percent (1%) of undesignated budget gifts through the Cooperative Program of the Convention; for the purposes of this calculation, funds used as matching funds for the expanded annuity shall not be considered.
 - b. On a financial basis: every cooperating church giving five percent (5%) of undesignated budget gifts through the Cooperative Program shall have two (2) messengers and one (1) additional messenger for every one percent (1%) beyond the initial five percent (5%).
 - 2. Messengers shall be resident members of a cooperating church, as defined below.
 - 3. A cooperating church shall be one that financially supports any program, institution, or agency of the Convention, and which is in friendly cooperation with the Convention and sympathetic with its purposes and work.
 - 4. No cooperating church shall be entitled under any circumstances to elect more than ten (10) messengers.
- B. The officers of the Convention, the members of the Board of Directors, the editor of the Biblical Recorder, the President of the Woman's Missionary Union of North Carolina, and the President of the North Carolina Baptist Men.

ARTICLE VII. MEETINGS

The Convention shall convene annually the sessions of the Convention on Monday after the second Sunday in November. In case of emergency or unusual circumstances, the Board of Directors is empowered to change the time or place of meeting, cancel the sessions of the Convention, or call a special meeting by a vote of two-thirds (2/3) of the members present when the vote is taken.

ARTICLE VIII. OFFICERS OF THE CONVENTION

The officers of the Convention shall be a President, a First Vice-President, a Second Vice-President, a Recording Secretary, an Assistant Recording Secretary, an Executive Director-Treasurer, and Parliamentarian(s), as provided as follows:

A. President and Vice-Presidents

The terms of the President and the Vice-Presidents shall commence at the conclusion of the annual session at which they are elected and continue until the close of the next annual session of the Convention. The President and Vice-Presidents may not be elected for more than two (2) consecutive terms in the same office. A vacancy in the office of President shall be filled by the Vice-Presidents succeeding to the office in order of their rank.

B. Recording Secretary and Assistant Recording Secretary

The terms of the Recording Secretary and the Assistant Recording Secretary shall commence on the first day of May following the annual session at which they are elected and continue until the first day of May in the following year.

A vacancy in any of the Vice Presidents, Recording Secretary or Assistant Recording Secretary occurring between sessions of the Convention may be filled by the Board of Directors.

C. Executive Director-Treasurer

1. In cases of a vacancy in the office of Executive Director-Treasurer, the Board of Directors shall nominate a person to the Convention to fill this office.
2. Opportunity shall be given to receive additional nominations from the floor of the Convention.
3. The person receiving the majority of votes cast shall be declared elected. Upon election, the Executive Director-Treasurer shall hold office for an indefinite period, with retirement to take effect based upon policies established by the Executive Committee and approved by the Board of Directors. The Executive-Director shall serve at the pleasure of the Board of Directors, and shall serve until the earlier of his death, his retirement, his resignation or his termination as determined by a majority vote of the Board of Directors at a duly called meeting of the Board of Directors.
4. In case the position of Executive Director-Treasurer becomes vacant between sessions of the Convention, the Board of Directors, upon the recommendation of its Executive Committee, shall name an acting Executive Director-Treasurer to serve until the next regular session of the Convention.
5. The Executive Director-Treasurer is the chief executive officer of the Convention, the chief budget officer of the Convention, the chief professional adviser of the Convention, the Board of Directors and its committees, the Executive Director-Treasurer of the Convention, and one of the denomination's spiritual leaders, providing statewide guidance and inspiration.

The Executive Director-Treasurer shall serve as an ex-officio non-voting member on all committees and shall aid the committees by furnishing information, printed materials and needed guidance for their work.

D. Parliamentarians

The President shall appoint the Parliamentarian(s), who will serve at the pleasure of the President.

ARTICLE IX. THE BOARD OF DIRECTORS

A. All members of the Board of Directors shall be active resident members of cooperating churches as defined in Article VI.A.3. In addition, members of the Board of Directors must meet the following eligibility requirements:

1. For the purpose of achieving equitable geographical distribution, one (1) member shall be elected from each region; one (1) additional member shall be elected from each region for every ten thousand (10,000) resident members or additional fraction thereof, based on the most recent tabulation of annual church profiles as recorded by the Convention. Members shall be nominated by the Committee on Nominations, with a limit of one (1) member from any church, and with careful attention to equitable geographical distribution within each region. The regions shall be those that have appeared on a map of North Carolina that has been printed in the Convention Annual each year since 1938. Each member shall be considered as being from the region in which his or her church's principal place of worship is located.

2. The President and First and Second Vice-Presidents of the Convention shall be ex-officio voting members of the Board of Directors and its Executive Committee.
3. The Executive Director-Treasurer and the Recording Secretary shall be ex-officio non-voting members of the Board of Directors.
4. The Woman's Missionary Union of North Carolina's President and the North Carolina Baptist Men's President shall be ex-officio voting members of the Board of Directors and its Executive Committee.
5. Members of the Executive Committee of the Southern Baptist Convention, from the Baptist State Convention of North Carolina, Inc. who are not then serving as elected members of the Board of Directors shall be ex-officio non-voting members of the Board of Directors.
6. No one who is employed by the Convention or any institution or agency of the Convention, whether the salary be total or supplemented, shall be eligible for membership on the Board of Directors except as an ex-officio member.
7. In the event members of the Board of Directors move from the region from which they were elected, their membership shall continue through the remainder of the calendar year. The membership of those moving from the state shall be terminated upon the date of the move from the state. In the event a member fails to attend at least one (1) meeting of the Board of Directors in a calendar year, without giving due notice of the absence, the membership shall immediately terminate.
8. Any vacancy on the Board of Directors occurring between annual sessions of the Convention may be filled by the Executive Committee upon recommendation of the Committee on Nominations. Those elected shall serve through the remainder of the calendar year. The Convention shall at its next annual session fill the vacancy for the unexpired term.
9. The President, First and Second Vice-Presidents, the Recording Secretary, and the Executive Director-Treasurer of the Convention, the Woman's Missionary Union of North Carolina's President and the North Carolina Baptist Men's President shall not be used in determining the number of members from a region or a church.

B. Election

1. The Committee on Nominations, as directed by the Bylaws of the Convention and in keeping with Baptist policies and practices, shall present to the annual session a slate of nominees for election, and after opportunity for further nominations from the floor is given, the members shall be elected by the Convention in session.
2. Board members shall be elected for a term of four (4) years with, as nearly as may be possible, one-fourth (1/4) of the membership being elected at each annual session; provided, however, that any such Board of Director member who shall have been elected to fill a vacancy of less than two (2) years, shall be eligible to be re-elected to a full term.
3. No person shall be eligible to succeed himself/herself on the Board of Directors after serving a full term of four (4) years until one (1) full term has elapsed.

C. Powers and Functions

Except as specifically limited by the Articles and Bylaws, the Board of Directors shall serve as the Board of Directors for the Convention and have the power to act for the Convention in the interim between sessions, and shall have general supervision of all agencies and institutions fostered and supported by the Convention.

ARTICLE X. INSTITUTIONS, AGENCIES AND COUNCILS OF THE CONVENTION

The Convention fosters and supports the following institutions, agencies and councils for the purpose of assisting the churches in their divinely appointed mission of evangelism, education, missions and ministry:

A. Institutions and Agencies

1. Educational Institutions
 - a. Campbell University, Inc.

- b. Chowan College
- c. Gardner Webb University
- d. Mars Hill College
- e. Wingate University
- 2. Social Service Institutions
 - a. Baptist Children's Homes of North Carolina, Inc.
 - b. Baptist Retirement Homes of North Carolina, Inc.
- 3. Agencies
 - a. Biblical Recorder, Inc.
 - b. The North Carolina Baptist Foundation, Inc.
- 4. The election of the trustees and directors of the Convention's institutions and agencies shall be provided for in the Bylaws of the Convention.
- B. Councils
 - 1. Councils of the Convention are:
 - a. Council on Christian Higher Education
 - b. Council on Christian Social Services
 - c. Council on Christian Life in Public Affairs.
 - 2. The election of members and the work of the Councils of the Convention shall be provided for in the Bylaws of the Convention.

ARTICLE XI. AUXILIARIES

The Woman's Missionary Union of North Carolina and the North Carolina Baptist Men are recognized as auxiliaries of the Convention.

ARTICLE XII. RELATIONSHIP WITH HISTORICAL EDUCATIONAL INSTITUTIONS

The Convention recognizes its historical relationship with Wake Forest University and Meredith College (collectively, "historical educational institutions") based on the Convention's founding of Wake Forest University in 1834 and Meredith College in 1898. Each historical educational institution is autonomous in its governance and its board of trustees shall be elected by such board of trustees in accordance with such procedures as such board of trustees may prescribe. The historical educational institutions shall not share in the distribution of Cooperative Program funds except scholarship funding for North Carolina Baptist Students which shall not exceed the amount each individual historical educational institution was receiving from the Convention at the time the historical educational institution became autonomous in its governance.

ARTICLE XIII. RELATIONSHIP WITH NORTH CAROLINA BAPTIST HOSPITAL

The North Carolina Baptist Hospital will have a voluntary relationship as an institution of the Convention, as provided exclusively in this Article XIII, any other provisions of the Articles to the contrary not withstanding. The election of the trustees of the North Carolina Baptist Hospital shall be provided for in the Bylaws of the Convention. No program shall be inaugurated by the North Carolina Baptist Hospital which might involve the Convention directly or indirectly in a debt, without securing the prior approval of the Convention as provided in the Bylaws of the Convention.

ARTICLE XIV. RELATIONSHIP WITH THE NORTH CAROLINA BAPTIST ASSOCIATIONAL MISSIONS CONFERENCE

The Convention and the North Carolina Baptist Associational Missions Conference shall have a fraternal, voluntary relationship under which each is autonomous in governance. The relationship between the staff of the Convention and the Conference, comprised of Directors of Missions/Associational Missionaries of the associations, is a covenant relationship, which recognizes their interdependent roles, purposes and missions, and their mutual goal of assisting churches in fulfilling the great commission. The President of

the Conference will serve as a member of the Board of Directors and its Executive Committee. The nature of the relationship consists of the following:

- A. Mutual trust and cooperation to assist churches;
- B. Cooperative planning with churches;
- C. A process of sharing ideas and resources;
- D. An intentional approach to understand, trust, and accept each other as “laborers together” in the Kingdom; and
- E. A process for regularly evaluating the relationship and for regularly making adjustments as mutually deemed appropriate.

ARTICLE XV. REGISTERED AGENT

The street address of the initial registered office of the Convention, which is located in Wake County, is 205 Convention Drive, Cary, North Carolina 27511, and the mailing address is P.O. Box 1107, Cary, North Carolina 27512-1107. The name of the registered agent at the street address for the Convention is Glenn Harder.

ARTICLE XVI. ADDRESS

The street address of the principal office of the Convention, which is located in Wake County, is 205 Convention Drive, Cary, North Carolina 27511, and the mailing address is P.O. Box 1107, Cary, North Carolina 27512-1107.

ARTICLE XVII. PROHIBITIONS

No part of the net earnings of the Convention shall inure to the benefit of, or be distributable to, its members, directors, officers or any “private shareholder or individual” within the meaning of Section 501(c)(3) of the Code; provided, however, that the Convention shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article IV hereof. Except for the Executive Director-Treasurer, no compensation shall be paid to directors and officers for their services as members of the Board of Directors or as officers of the Convention. No substantial part of the activities of the Convention shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the Convention shall not participate in or intervene (including the publishing or distribution of statements) in any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of the Articles, the Convention shall prohibit any activities not permitted to be carried on:

- A. By a corporation exempt from federal income tax under Section 501 (a) of the Code as an organization described in Section 501 (c)(3) of the Code;
- B. By a corporation, contributions to which are deductible under Sections 170 (c)(2) and 2055 of the Code; or
- C. By a “charitable or religious corporation” as that term is defined under the Act.

ARTICLE XVIII. DISSOLUTION

In the event of its dissolution, the Convention, after paying or making provision for the payment of all the liabilities of the Convention, shall distribute all of the net assets of the Convention to one or more organizations which themselves are exempt as organizations described in Sections 501 (c)(3) and 170 (c)(2) of the Code, or to federal, state, or local government exclusively for public purposes. Any such assets not so disposed of shall be disposed of by the Superior Court in the county in which the principal office of the Convention is then located, exclusively for such purposes or to such organization and organizations, as said Superior Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE XIX. PERSONAL LIABILITY; INDEMNIFICATION

The members of the Board of Directors shall not be personally liable to the Convention for monetary damages arising out of any action, whether by or in the right of the Convention or otherwise, for any breach of duty as a member, officer, trustee or director, except for liability with respect to: (1) acts or

omissions that such director at the time of the breach knew or believed were clearly in conflict with the best interests of the Convention, (2) any liability under Sections 55A-8-32 or 55A-8-33 of the Act, (3) any transaction from which such director derived an improper personal financial benefit, and (4) acts or omissions prior to the date the Articles are effective. Also, as used herein, the term "improper personal benefit" does not include a director's reasonable compensation or other reasonable incidental benefit for or on account of service as an independent contractor, attorney or consultant of the Convention. If the Act is amended after the date of the Articles to authorize corporate action further eliminating or limiting the personal liability of the director, then the liability of the director shall be eliminated or limited to the fullest extent permitted by the Act, as so amended. No amendment or repeal of the provisions of this Article XIX shall apply to or have any effect on the liability or alleged liability of any director of the Convention for or with respect to any act or failure to act on the part of such director party occurring prior to such amendment or repeal.

It is the policy of the Convention to indemnify to the maximum extent permitted by the Act any one or more of the indemnified parties against judgments, penalties, settlements and other liabilities incurred by them in connection with any pending, threatened or completed action, suit or proceeding, whether civil, criminal investigative or administrative and against reasonable costs and expenses (including attorneys' fees) in connection with any such proceeding, where liabilities and litigation expenses were incurred incident to the good faith performance of their duties. As used herein, the term "indemnified parties" shall mean the officers of the Convention, the members of the Board of Directors, the President of the Woman's Missionary Union of North Carolina, the President of the North Carolina Baptist Men and key employees and special committee members as listed in a duly authorized resolution of the Convention. The Convention may advance expenses in connection with any proceeding to any such person in accordance with applicable law. The use of funds of the Convention for indemnification or for purchase and maintenance of insurance for the benefit of the indemnified parties shall be deemed a proper expense of the Convention.

ARTICLE XX. INCORPORATOR

The name and address of the incorporator is James H. Royston, 205 Convention Drive, Cary, North Carolina 27511 (Wake County).

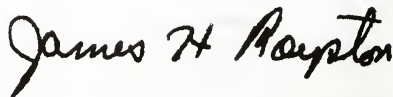
ARTICLE XXI. AMENDMENTS

The Articles may be changed or amended on the Tuesday of any annual session of the Convention by a two-thirds (2/3) vote of the registered messengers present and voting when the vote is taken, provided that notice of any and all amendments to the Articles shall appear in the Biblical Recorder in two (2) separate issues in advance of the meeting of the Convention in which the proposed action is to be taken.

ARTICLE XXII. EFFECTIVE DATE; VALIDATE

The Articles shall be effective upon filing in the office of the North Carolina Secretary of State. The adoption of the Articles shall not invalidate any action validly taken by or in behalf of the Convention or any of its institutions or agencies prior to the date the Articles of Incorporation becomes effective.

This the 16th day of November, 2004



James H. Royston

BYLAWS

A Nonprofit Corporation

Subject to its Articles of Incorporation (the "Articles"), the affairs of the Baptist State Convention of North Carolina, Inc. (the "Convention") shall be governed by the following Bylaws ("Bylaws"):

DUTIES OF OFFICERS

A. The President and Vice President

The President shall preside over the deliberations of the Convention and discharge such other duties as are imposed upon the President by the Convention or as are incumbent on the presiding officer of a deliberative body. The President may appoint committees when so directed by the Convention.

In the event of the death or incapacity of the President to serve, the Vice-Presidents shall succeed the President in the order of their rank; and so succeeding shall have and discharge the duties incumbent upon the President.

The President and the Vice-Presidents shall serve on a nominating committee, chaired by the President, to recommend a Committee on Enrollment and a Committee on Committees to the Board of Directors for their election at its January meeting and shall serve as ex-officio voting members of all Convention committees, the Board of Directors and its Executive Committee.

B. The Recording Secretary

The Recording Secretary shall verify the draft of the proceedings of the Convention within forty-five (45) days of being provided a copy of the audio recording and a transcribed draft of the proceedings by the Secretary of the Board of Directors. The Assistant Recording Secretary will assist the Recording Secretary during a convention year. In case of resignation or death of the Recording Secretary, the Assistant Recording Secretary will succeed to the office of Recording Secretary.

C. The Executive Director-Treasurer

1. The Executive Director-Treasurer of the Convention shall promote the whole program of the Convention, including Missions, Evangelism, Higher Education, and Social Services and may serve as adviser to all the institutions, agencies, and committees of the Convention. The Executive Director-Treasurer shall work under the direction of and be subject to the authority of the Board of Directors and shall have administrative supervision of such work as shall be assigned by the Convention.
2. In carrying out the responsibilities of each and all these functions, the Executive Director-Treasurer shall:
 - a. Coordinate and evaluate the Convention's programs with the help of the Board of Directors and its Executive Committee;
 - b. Advise and otherwise assist the Board of Directors, the Convention and their committees and subcommittees, including the provision of direct staff help in planning meetings, preparing agenda, presenting analyses, facts, and recommendations;
 - c. Plan, coordinate, and supervise the entire budgetary process (formulation, authorization, and administration) under the direction of the Executive Committee and, where appropriate, the Convention;
 - d. Assume responsibility for the administration, coordination, and direction of the Convention's staff, including the recommendations of all divisions and department heads, organization of professional staff, development of professional staff position descriptions, and preparation of personnel policies;
 - e. Encourage staff members to make their fullest contribution to the work of the Convention;
 - f. Work on a cooperating basis with the heads of all institutions, agencies and councils of the Convention; and
 - g. Promote participation in and support for all North Carolina Baptist and Southern Baptist Convention programs and represent the Convention, as appropriate, to the denomination and the public.
3. As Treasurer, the Executive Director-Treasurer shall receive all funds sent for the objectives of the Convention, and make acknowledgments of the same in the manner as the Board of Directors may determine for the faithful performance of these duties. The Executive Director-Treasurer shall sign all checks which shall be countersigned by the Executive Leader, Business Services. However, in the event that either is unable to perform this duty because of disability or other cause, the Executive

Committee shall designate someone to sign checks on behalf of either officer, each of whom shall be bonded in such amount as shall be determined by the Board of Directors. The Executive Director-Treasurer shall forward at least once a month all contributions to their destinations and shall make an annual report of all receipts and disbursements which shall be published in the minutes of this Convention, and upon retiring from or leaving office, shall deliver to the successor all money, papers, books, and other property belonging thereto.

4. The Executive Director-Treasurer shall supervise the work of the Convention staff.

E. The Parliamentarian(s)

The Parliamentarian(s) shall advise and assist the Presiding Officer of this Convention with respect to all matters involving proper parliamentary procedure. The Rules of Order for the Convention shall be those laid down in Robert's Rules of Order, but in cases where the meaning may not be clear the President shall exercise discretion, subject to appeal to the Convention.

II. CONVENTION COMMITTEES

A. Categories

1. Committees nominated by this Convention's President and Vice-Presidents:

- a. Committee on Enrollment; and
- b. Committee on Committees.

2. Committees nominated by the Committee on Committees, which shall also nominate the chairperson of said Committees:

- a. Committee on Resolutions;
- b. Committee on Nominations;
- c. Committee on Convention Program, Place and Preacher;
- d. Committee on Local Arrangements;
- e. Committee on Memorials;
- f. Historical Committee;
- g. Committee on Trustee Orientation; and
- h. Committee on Cooperation with General Baptists.

3. Special Committees.

B. Membership

1. All members of Convention committees shall be active members of cooperating churches as defined in Article VI.A.3. of the Articles.
2. Membership on Convention committees shall not bar one from serving as a member of the Board of Directors, as a director of any agency of this Convention, or as a trustee of any institution of this Convention.
3. The terms of office of all standing Convention committees shall begin at the adjournment of the annual session of the Convention at which they are elected and shall terminate upon the adjournment of the annual session of the Convention at which their successors are elected, unless otherwise designated.
4. No person shall be eligible to succeed himself/herself on the Committee on which he/she is serving, or any other standing committee, except as hereinafter provided, until one full term has elapsed, provided he/she has served a full term.

C. Vacancies

Vacancies occurring in committees between sessions of the Convention shall be filled by the Executive Committee upon the recommendation of the President and Vice-Presidents, and the Board of Directors shall report this action to the Convention for approval at the next annual meeting of the Convention. When the Chairman of a standing committee resigns or moves out of the state between sessions of the Convention, the vacancy shall be filled through nomination by the current Committee on Committees and elected at the next meeting of the Executive Committee.

D. Reports

1. All Convention Committees shall report either by oral report or written report at the next annual session of the Convention.
2. Nothing contained in Convention Committees' reports to the Convention shall be construed as an action of the Convention except the recommendations, which are definitely listed in such reports and adopted by the Convention.

E. Duties and Membership of Convention Committees

1. **THE COMMITTEE ON ENROLLMENT** shall consist of nine (9) members, three (3) of whom shall have served the previous year. Its duties shall be to provide for the registration of messengers and visitors prior to and during the Convention. This Committee shall make a report to the assembled messengers upon the call of the President and shall serve as a committee on credentials. The Committee on Enrollment shall serve from their election by the Board of Directors at its January meeting through the election of their successors and shall begin their work no later than March 1 of the respective year.
2. **THE COMMITTEE ON COMMITTEES** shall consist of fifteen (15) members. Its duties shall be to nominate for election by the Convention the committees listed in Article II.A.2. of these Bylaws, and such other committees as may be assigned to it. This Committee shall also nominate the chairman of all such committees. The members shall approve all such nominations at the Convention.

It is desirable that at least twenty-five percent (25%) of members nominated to all committees of the Convention shall come from churches with a resident membership under four hundred (400). No one shall be nominated to serve on more than one (1) committee at the same time. It is desirable that no church shall have more than six (6) members serving at one (1) time on Convention committees. Any addition beyond six (6) must be individually justified by the Committee on Committees to the Convention.

The Committee on Committees shall include in its report at a minimum the name, church, home town, association, occupation, and sex of each nominee, the name of the committee on which the nominee is to serve together with such summary information as will make clear to this Convention the diversity and breadth of representation provided by the slates of nominees.

The Committee on Committees shall serve from their election by the Board of Directors at its January meeting through the election of their successors and shall begin their work no later than March 1 of the respective year.

3. **THE COMMITTEE ON RESOLUTIONS** shall consist of fourteen (14) members, nine (9) of whom shall be nominated by the Committee on Committees and elected by this Convention to serve three (3) year terms, three (3) of whom will rotate off each year.

The five (5) remaining members shall be nominated by the chairperson of the Executive Committee of the Board of Directors, with at least two (2) of the five (5) from the Executive Committee, and elected by the Executive Committee for one (1) year terms, after its organizational meeting in January.

The Committee on Resolutions shall be responsible:

- a. For reviewing all properly submitted resolutions;
- b. For presenting to this Convention for its consideration all appropriate resolutions; and
- c. For recommending to the appropriate committee or group, or to the Convention the formation of a special committee, for study, those concerns which arise out of a resolution that seems to call for action.

The Committee on Resolutions shall observe the following procedures:

- a. All resolutions shall be submitted to the Committee on Resolutions in writing at least thirty (30) days prior to the Convention. The committee shall consider all resolutions submitted. Those to be presented to the Convention shall be printed in an edition of the Biblical Recorder dated prior to the Convention. Exceptions to prior publication may be made in the case of emergency

resolutions dealing with matters such as national disasters, public tragedies, or late developments. Also, by two-thirds (2/3) vote of the messengers present and voting at the Convention the rules may be suspended and a resolution taken up for immediate consideration.

b. The Committee may:

- (1) reword resolutions for clarity,
- (2) combine like issues into one resolution, or
- (3) reject resolutions which have been previously addressed or are inappropriate.

c. The Committee shall notify those submitting resolutions of the disposition thereof. Where possible, notification shall be made prior to the Convention.

4. **THE COMMITTEE ON NOMINATIONS** shall consist of twenty (20) members, serving four (4) year terms, five (5) of who shall rotate off each year. No individual who is employed by the Convention, or any institution or agency of the Convention, whether the salary be total or supplemented, shall serve on this Committee.

This Committee shall nominate persons to serve on the boards of trustees and directors of all agencies and institutions of the Convention, the Board of Directors, the twelve (12) members-at-large of the Council on Christian Life and Public Affairs of the Convention and such other nominations as may be delegated to the Committee by the Convention.

It is desirable that the Committee shall nominate at least twenty-five percent (25%) of the members to the various boards and councils from churches with resident membership under four hundred (400). No person shall be nominated to serve on more than one (1) board at the same time. It is desirable that no church shall have more than six (6) members serving at one time on Convention boards. Any addition beyond six (6) must be individually justified by the Committee on Nominations to the Convention.

- a. The Committee shall begin to function upon election. It shall meet as often as needed to prepare recommendations for vacancies and shall begin not later than July 1 to prepare recommendations for the annual meeting of the Convention.
- b. This Committee shall invite through letter each institution and agency to submit recommendations for vacancies for their respective institutions and agencies occurring annually or between annual sessions of the Convention. The Committee shall invite individuals through the Biblical Recorder to submit recommendations for trustees of institutions and agencies and for terms on the Board of Directors and members at large of the Council on Christian Life and Public Affairs; this invitation shall include a current list of how many persons are to be elected to the Board of Directors in that year from each region. All recommendations shall be accompanied by biographical material, including general assessments by personal and church references. Recommendations and supporting material shall be submitted early enough for the Committee on Nominations to acknowledge and carefully evaluate each recommendation and make an informed decision based upon character, churchmanship, and special skills required by the particular institution. All such materials shall be kept by the chairperson of the Committee on Nominations during the period of active work up to and until the time of the Convention, and all such materials received from churches and individuals shall be shared upon receipt with the particular institution involved. After this Convention has taken action on nominations, the chairperson will forward all biographical materials to the new chairperson of the Committee on Nominations.
- c. When the Committee meets to do its work, it shall give careful consideration to those who have been recommended from the various sources indicated above and to the fact that the trustees of each institution or agency are close to that institution or agency, have expert knowledge of its needs and possibilities, possess a deep interest and concern for the institution or agency, and know the men and women who can best serve the institution or agency.

The Committee on Nominations shall:

- i. Consult with the representatives of the Board of Trustees or Board of Directors of the Convention's institutions and agencies for the purpose of determining the specific trustee skills needed.

- ii. Consult as needed with persons making recommendations with respect to their recommendations for membership on the Board of Directors, the Boards of Trustees of institutions and the Boards of Directors of agencies.
 - iii. Share with the institutions and agencies its proposed nominations prior to notification of these nominees. This is for the purpose of further consultation, if further consultation is deemed necessary by either the Committee or the Boards of Trustees and the Boards of Directors.
 - iv. Be free to follow its own best judgment in making nominations to this Convention or the Board of Directors. The Committee should strive to select and nominate the best representatives of our Convention from the vast resources available to the Baptists of North Carolina.
- d. Special emphasis should be given to:
- i. Stability of effective leadership, thus assuring the continuous work of Baptists;
 - ii. Demonstrated active churchmanship, thus assuring effective Baptist State Convention representation; and
 - iii. A cross-section of membership, thus assuring representation of churches of various sizes and types, a variety of professional and educational backgrounds, geographical areas, different age groups, and both lay persons and ministers. It is desirable to avoid the concentration of leadership in too few places.
- e. Consent of the nominee to serve shall be secured by the Committee prior to the recommendations to this Convention or the Board of Directors.
- f. The full report of the Committee shall be published in the Biblical Recorder at least four (4) weeks prior to the annual meeting of the Convention. The report shall include at a minimum the name, church, home town, association, occupation, and sex of each nominee, the name of the institution or agency on whose board the nominee is to serve, together with such summary information as will make clear to the Convention the diversity and breadth of representation provided by the slates of nominees.

The name of any person to be nominated from the floor of the Convention and the name of the nominee intended to be displaced shall be published in the Biblical Recorder at least one (1) week prior to the Convention's annual session. In addition, biographical material relating to any person proposed to be nominated from the floor of the Convention shall be given to the institution or agency involved and to the Committee on Nominations at least one (1) week prior to such session.

5. **THE COMMITTEE ON CONVENTION PROGRAM, PLACE AND PREACHER** shall consist of twelve (12) members serving three (3) year terms, four (4) of whom shall rotate off each year. This committee shall be responsible:
- a. For recommending the preacher for the next annual session of the Convention;
 - b. For recommending to the Convention a place of meeting, when necessary;
 - c. For the program of the current year and preliminary plans for the next two annual sessions;
 - d. For providing time prior to the evening session on Tuesday for the introduction of any matters of business requiring a vote not scheduled on the agenda and will designate times when such matters will be considered. No new items of business directing the Convention or committing funds that require a vote may be introduced following the designated time on Tuesday; and
 - e. For all other matters in connection with the annual session not provided for in the Articles and Bylaws.
6. **THE COMMITTEE ON LOCAL ARRANGEMENTS** shall consist of nine (9) members, serving one (1) year terms, who are residents of the area where the convention will be held. This committee shall be responsible:
- a. For supervising all arrangements with the local auditorium including furniture and needed equipment;

- b. For working with Convention staff, Committee on Convention Program, Place and Preacher, and the Committee on Enrollment in arranging for display booths, sound system and other arrangements necessary for the sessions of the Convention; and
 - c. For the Teller Committee (subcommittee of Local Arrangements). The chairperson of the Committee on Local Arrangements shall appoint three (3) members of the Committee on Local Arrangements to serve as the Teller Committee. This subcommittee will receive and count all ballots on votes taken during the Convention. The Teller Committee chairman will report results on all votes to the Convention President or presiding officer.
7. **THE COMMITTEE ON MEMORIALS** shall consist of six (6) members, serving three (3) year terms, two (2) of whom shall rotate off each year. The Committee shall be responsible:
- a. For preparing a report memorializing ministers and lay leaders who have died since the adjournment of the previous annual session of the Convention; and
 - b. For recommending names of those to whom the Annual of the Convention is to be dedicated.
8. **THE HISTORICAL COMMITTEE** shall consist of twelve (12) members, serving four (4) year terms, three (3) of whom shall rotate off each year. This Committee shall be responsible:
- a. For recommending appropriate measures for the preservation of Baptist history;
 - b. For encouraging the preservation of minutes and records of all Baptist bodies, churches, associations, and conventions; historical manuscripts; printed materials, including correspondence; and museum objects;
 - c. For encouraging the writing and publication of high-standard histories of individuals, churches, associations, and conventions;
 - d. For recommending which historic sites, including buildings, should be properly marked and preserved when these are related to Baptist history;
 - e. For working in close collaboration with the historical researchers of Wake Forest University, who work directly with the Baptist Collection in the Wake Forest University Library; and
 - f. For reporting annually to the Convention.
9. **THE COMMITTEE ON TRUSTEE ORIENTATION** shall consist of nine (9) members, serving three (3) year terms, three (3) of whom shall rotate off each year. The Committee shall be responsible:
- a. For planning and promoting an annual orientation program for trustees and directors of Convention institutions and agencies;
 - b. For preparing a brief manual of instruction for use by trustees and directors of Convention institutions and agencies; and
 - c. For revising this manual as occasion requires.
10. **THE COMMITTEE ON COOPERATION WITH GENERAL BAPTISTS** shall consist of six (6) members, serving three (3) year terms, two (2) of whom shall rotate off each year. The Executive Director-Treasurer, the President of the Convention, a college student, and the African American Coaching Consultant shall serve as ex-officio voting members. These members shall form a joint committee with a comparable group from the General Baptist Convention. This joint committee shall be responsible:
- a. For studying and recommending periodically to their respective groups areas of cooperative work and activities and projects that will strengthen our common fellowship as well as advance the work of our Lord; and
 - b. For serving in an advisory capacity to the African American Coaching Consultant.

III. ELIGIBILITY FOR MEMBERSHIP ON THE BOARD OF DIRECTORS, ON BOARDS OF TRUSTEES AND DIRECTORS OF INSTITUTIONS AND AGENCIES OF THIS CONVENTION

- A. Members of the Board of Directors and Trustees and Directors of any institution or agency of the Convention shall be members of churches cooperating with the Convention as defined in Article VI.A.3. of the Articles, except as otherwise specified in Articles VII.C.2. and VII.C.4 of the Bylaws.

- B. The term of office shall begin on January 1, following the annual meeting of the Convention at which members were elected; and shall end on December 31 following the Convention at which their successors were elected, unless sooner terminated; provided, however, the term of office of a trustee who has not resigned, died, become disqualified, or been removed shall not expire until a successor shall have been duly elected and qualified.
- C. In no case shall a member of any board serve a continuous term of more than four (4) years; provided, however, that any such board member who shall have been elected to fill a vacancy of less than two (2) years, shall be eligible to be re-elected to a full term. No person employed by the Convention, an institution or agency of the Convention, whether the salary be total or supplemented, shall serve on the Board of Directors (except for the Executive-Director/Treasurer) or any Board of Trustees or Directors of any other institution or agency.
- D. A member of a board of any institution or agency of this Convention having completed a full term of office shall not be eligible for re-election to membership on the same board until the elapse of one (1) year, but shall be eligible for immediate election to membership on the board of any other institution or agency of the Convention.
- E. A member of the Board of Directors having completed a full term of office shall not be eligible for election to the Board of Directors until the elapse of one (1) full term, but shall be eligible for immediate election to membership on the board of any other institution or agency of the Convention.

IV. BOARD OF DIRECTORS

The Board of Directors (also referred to, from time to time, as "Board") has the powers and duties and responsibilities as charged by the Articles and Bylaws of the Convention. The Board shall organize itself in a manner established in these Bylaws of the Convention.

A. Powers and Duties

The Board of Directors:

- 1. Shall have charge and control of all work of this Convention in the interim between sessions of this Convention, except those activities committed specifically by charter to the Boards of Trustees or Directors of its institutions and agencies.
- 2. Shall have the power to act for this Convention in the interim between sessions of this Convention; and any action taken during the interim shall be binding on this Convention and reported fully to this Convention at its next session.
- 3. Shall make and approve all appropriations at its January meeting, and thereby implement the budget as adopted by this Convention.
- 4. Shall take no action to contravene any action of this Convention nor to launch any new institutions; however, it may provide for the expansion of any phase of work which the Convention's income and resources may make possible. It shall have the responsibility of bringing to the Convention for its consideration recommendations concerning any phase or work that is being done or that should be undertaken in order that this Convention may have an overall picture of the total program of North Carolina Missionary Baptists. Upon any proposal being referred to the Board under Article XI.C. of the Bylaws, the Board shall structure a study that shall provide full information to the Convention, prior to its next regular session, including:
 - a. An analysis of the need for the activity, institution, agency or council;
 - b. Alternate approaches available to the Convention;
 - c. A feasibility study, showing costs, both immediate and long-range; and
 - d. Availability or lack of resources.
- 5. Shall make a report of its activities during the year to the Convention. The Board shall have its report printed and ready for distribution at the first session of the Convention, including reports from all institutions, agencies, councils and the Hospital of the Convention.

6. Shall recommend to the Convention the budget allocations of Cooperative Program undesignated gifts for each objective of this Convention, and the amount or percentage of Cooperative Program funds to be allocated to Southern Baptist Convention causes.
7. Shall employ a certified public accountant each year to make a complete audit of the books and accounts of the treasurer and controller, and it shall employ or cause to be employed a certified public accountant or accountants, to make annual audits of all institutions and agencies of the Convention.
 - a. A copy of the annual audit of the Convention, and the annual audit of each institution or agency receiving funds from the Convention shall be presented to the Executive Director-Treasurer of the Convention. The audit of the Convention and a summary of the other audits shall be presented to the Recording Secretary of the Convention not later than one hundred and twenty (120) days after the close of the fiscal year for inclusion in the Annual of the Convention, and at the discretion of the Board, in the *Biblical Recorder*.
 - b. The Executive Committee and the Executive Director-Treasurer shall have the authority to provide the forms which will indicate what items should appear in the summary of the other audits.
8. Shall receive at its January meeting, from a nominating committee consisting of the Convention President and First and Second Vice-Presidents, a list of proposed nominees to serve on the Committee on Enrollment and the Committee on Committees of the Convention. The Board shall consider a motion from the nominating committee to elect the proposed nominees.

B. Organization of the Board

1. Meetings

The Board shall meet three (3) times a year. The first and third meetings shall be in January and September on Tuesday and Wednesday following the fourth Sunday. The mid-year meeting shall be on Tuesday and Wednesday following the third Sunday of May, or a more convenient time recommended by the Executive Director-Treasurer and Board President and voted on by the Executive Committee in the March meeting. In case of an emergency, a meeting may be called by the Executive Director-Treasurer and the President of the Board or by request from a majority of the Board members.

2. Officers

At the January meeting of the Board, the following officers shall be elected and they shall serve until their successors are elected and qualified: a President, a Vice-President, and a Board Secretary. The President and Vice President shall be members of the Board; the Board Secretary shall be either a member of the Board or an employee of the Convention.

3. Areas of Ministry of the Board

At the January meeting, all of the work of the Board and the Convention shall be organized and promoted under the following areas of ministry:

a. Business Services Group

- i. Accounting
- ii. Annuity
- iii. Assemblies
- iv. Benefits
- v. Baptist Building Operations
- vi. General Business Operations
- vii. Human Resources
- viii. Property Management

b. Congregational Services Group

- i. Church Administration
- ii. Church Building Planning

- iii. Christian Life and Public Affairs
- iv. Leadership Development/Discipleship
- v. Music/Worship
- vi. Pastoral Ministries
- vii. Preschool and Children
- viii. Special Ministries
- ix. Other Ministries to Assist Christians in Spiritual Growth and Congregational Development
- c. Convention Relationships and Budget Group
 - i. Baptist Associational Missions Conference
 - ii. Christian Higher Education
 - iii. Christian Social Services
 - iv. Cooperative Program Budget
 - v. Fruitland Baptist Bible Institute
 - vi. Woman's Missionary Union
- d. Mission Growth Evangelism Group
 - i. Campus Ministry
 - ii. Church Planting
 - iii. Evangelism and Church Growth
 - iv. North Carolina Baptist Men/Partnership Missions
 - v. Other Teams as needed
- e. Resource Development and Promotion Group
 - i. Stewardship Education and Development
 - ii. Estate Stewardship
 - iii. Cooperative Missions Giving Promotion
 - iv. News Bureau and Public Relations
 - v. Graphic and Creative Arts
 - vi. Audio-Video
- f. Strategic Initiatives and Planning Group
 - i. Regional Resources and Association Development
 - ii. Research and Strategy Planning
 - iii. Information Services and Management
- 4. Board Committees and Special Committees

The Board shall organize into board committees and special committees to assist in the planning and implementing of the work of the Convention as charged to the Board.

 - a. Committee Identification and Assignment of Board Members
 - i. The following is a list of the committees of the Board and the special committees of the Board. The identification of the committees is consistent with the organizational structure of the Convention staff. Board committees are committees consisting only of members of the Board; special committees may have members who are not Board members. More specific description and duties of each committee are set forth below in the Bylaws:
 - (a) Executive Committee (Board) with three (3) subcommittees: Constitution and Bylaws (Special); Budget (Special); & Special Services Rendered Committee (Special)
 - (b) Business Services Committee (Special)
 - (c) Congregational Services Committee (Board)

- (d) Convention Relationships Committee (Board)
- (e) Mission Growth Evangelism Committee (Board)
- (f) Resource Development and Promotion Committee (Board)
- (g) Strategic Initiatives and Planning Committee (Board)
- ii. The President and Vice-President of the Board shall be responsible for assigning all newly elected Board members to one of the committees of the Board, the special committees, or a council. The assignment process will take into consideration the following parameters: experience in the convention, experience in an association, vocation, personal preference, and the needs of the convention. The assignment process and notification of assignments will be finished at least two (2) weeks prior to the January meeting of the Board. Also, the officers will review and take into consideration any recommendations furnished by the Executive Group Leader associated with the work of a specific committee.
- iii. The committees of the Board reflect the organizational structure of the work of the Convention. The committees will meet for organizational purposes at the January meeting of the Board, at which time they shall elect a chairperson. They will meet at other times as specified or as called by the committee chairperson, the Executive Director-Treasurer or the Executive Group Leader. The officers of the Board shall serve as ex-officio voting members of all committees and subcommittees. The Executive Director-Treasurer shall serve as an ex-officio non-voting member of all committees and subcommittees.
- b. Committee Structure, Responsibilities and Duties
 - i. Executive Committee
 - (a) Structure

The Committee as constituted the year previous shall remain intact until the January meeting of the Board with the exception of the newly elected Convention officers. The Committee will be reconstituted during the January meeting. The membership of the Committee is comprised of persons serving in positions of leadership listed below. The President of the Board shall serve as Chairperson. The Vice-President of the Board shall serve as Vice-Chairperson.

 - {1} President of the Board
 - {2} Vice-President of the Board
 - {3} Chairperson, Business Services Committee
 - {4} Chairperson, Congregational Services Committee
 - {5} Chairperson, Convention Relationships Committee
 - {6} Chairperson, Mission Growth Evangelism Committee
 - {7} Chairperson, Resource Development and Promotion Committee
 - {8} Chairperson, Strategic Initiatives and Planning Committee
 - {9} Four at-large members from the Board
 - {10} President of the Convention
 - {11} First Vice-President of the Convention
 - {12} Second Vice-President of the Convention
 - {13} President, Council on Christian Higher Education
 - {14} President, Council on Christian Life and Public Affairs
 - {15} President, Council on Christian Social Services
 - {16} President, Baptist Associational Missions Conference
 - {17} President, North Carolina Baptist Men
 - {18} President, Woman's Missionary Union of North Carolina

(b) Powers, Responsibilities and Duties

The Executive Committee of the Board

- {1} Shall serve in a dual capacity as the Board ad interim deciding on routine and emergency matters between sessions of the Board, and as a survey and policy committee, reviewing, correlating and recommending policies and programs to the Board.
- {2} Shall meet at least once per quarter or at such other times as may be called by the Executive Director-Treasurer or the President of the Board, or both.
- {3} Shall receive and thereafter recommend to the Board all requests for change of status by a North Carolina Baptist college or university after first referring such requests to the Council on Christian Higher Education for study and report as the Council deems appropriate.
- {4} Shall initiate and recommend matters concerning business management, budget and finance, and also fix the compensation of all employees and salaried officers of this Convention, between annual sessions.
- {5} Shall receive and act on all recommendations concerning the employment, supervision and retirement of personnel. Shall not create any new position on the Convention staff until the Executive Committee has received a comprehensive economic impact study for that position and has decided that it is economically feasible. Retirement for personnel will be based upon policies established by the Executive Committee and approved by the Board.
- {6} Shall invite heads of all institutions and agencies of the Convention and of the Board Groups to present written evaluations of their needs and requests to the Budget Committee for the next two (2) fiscal years.
- {7} Shall prepare a budget to be presented at the pre-convention session of the Board. To facilitate the duty of the Executive Committee, the Executive Leader, Business Services, and Comptroller of the Convention
 - {a} shall make regular financial reports to the Committee, and
 - {b} with the assistance of the Business Services Committee shall recommend bookkeeping and accounting policies to the Committee.

(c) Special Subcommittees

{1} Constitution and Bylaws Committee.

The Committee shall be responsible for studying the Convention's Articles and Bylaws and making recommendations for amendment as needed. The membership shall consist of nine (9), to be appointed for a one (1) year term by the chairperson of the Executive Committee in consultation with the Vice President of the Board. The nine (9) members shall consist of the following:

- {a} Three (3) persons from the Executive Committee, one of whom should be appointed as chairperson;
- {b} Three (3) persons from the Board not serving on the Executive Committee; and
- {c} Three (3) persons who have expertise in legal, organizational structure and procedures, and Baptist Life, from the Convention at-large. No one who is employed by the Convention or any institution or agency of the Convention, whether the salary be total or supplemented, shall be eligible for membership on the committee except as an ex-officio non-voting member.

{2} Budget Committee

The Committee

- {a} Shall consist of nine (9) members, to be appointed for a three (3) year term, three (3) of whom shall rotate off each year, by the chairperson of the Executive

Committee, in consultation with the Vice President of the Board. The membership shall be appointed from the following:

- [1] Three (3) persons from the Executive Committee.
 - [2] Three (3) persons from the Board not serving on the Executive Committee, one of whom shall be appointed chairperson.
 - [3] Three (3) persons who have expertise in budget, finance, and Baptist Life from the Convention at-large. No one who is employed by the Convention, or any institution or agency of the Convention, whether the salary be total or supplemented, shall be eligible for membership on the committee except as an ex-officio non-voting member.
 - [4] The chairperson shall serve also as chairperson of the Convention Relationships Committee and be a member of the Executive Committee of the Board.
- {b} Shall study, formulate, and recommend the budget for the support of all programs funded by the Convention; and
- {c} Shall present its proposed budget to the Executive Committee for approval, then to the September meeting of the Board and with the approval of the Board, present the budget to the Convention in annual session.
- {3} Special Services Rendered Committee
- {a} Structure
- [1] The committee shall consist of at least four (4) members from the Executive Committee and two (2) at large members not serving on the Board, all of whom are to be appointed by the chairperson of the Executive Committee in consultation with the Vice President of the Board;
 - [2] The chairperson of the Executive Committee, in consultation with the Vice President of the Board, shall appoint one of the four (4) members from the Executive Committee to be chairperson; and
 - [3] The committee shall meet as necessary upon notice by the chairperson and after requests are received from the institutions and agencies requiring review by the committee.
- {b} Responsibilities and duties
- The Committee
- [1] Shall give continuing study to the implementation of the provisions found in subsection [3] below in regard to "Services rendered" on an equitable basis for all institutions and agencies of the Convention;
 - [2] Shall make recommendations to the Executive Committee from time to time in the light of changing circumstances, concerning the guidelines which are to be used by the Convention, the institutions and agencies in the area of public funding on the state and federal levels and in accordance with the decisions of the United States Supreme Court as such may affect the work of the Convention, the institutions or the agencies; and
 - [3] Shall make reports to the Executive Committee and the Board as its work may require.
- {c} Governmental Relations
- Neither this Convention, nor any institution or agency, owned or supported in whole or in part by this Convention, shall accept or receive, directly or indirectly, any gift, grant, or aid from the Federal or State governments or any governmental agency, except for definite and full Services rendered by the Convention, institution or agency in keeping with the guidelines established by

the Board upon recommendations of its Services Rendered Committee, and reported in full to the Board.

ii. Business Services Committee

(a) Structure

- {1} The Committee shall consist of seventeen (17) members, seven (7) of whom shall be at-large members elected by the Board for four (4) year terms and ten (10) of whom shall be members of the Board. The members will serve on a rotating basis, and will include people with expertise in law, accounting, finance, insurance, management, and the ministry. The Executive Leader of the Business Services Group shall serve as an ex-officio non-voting member.
- {2} The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one subcommittee.
- {3} The Committee will meet within six (6) weeks following the election in January each year in order to organize the committee into subcommittees. The committee may meet at other times as called by the chairperson, the Executive Director-Treasurer or Executive Leader of the Business Services Group.
- {4} Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.

(b) Responsibilities and Duties

The Committee

- {1} Shall counsel the Executive Leader of the Business Services Group in procedures of:
 - {a} Bookkeeping and accounting;
 - {b} Financial reporting;
 - {c} Annual audit;
 - {d} Convention equipment maintenance and replacement;
 - {e} Purchasing procedure by staff;
 - {f} Insurance coverage on Convention's Property; and
 - {g} Acquiring or disposing of Convention real and personal property.
- {2} Shall assist the Executive Leader of the Business Services Group in his duty to execute the financial instructions of the Board regarding the appropriation of all funds received by the Convention.
- {3} Shall seek proposals from insurance consultants and/or brokers, to secure adequate insurance coverage for the property of the Convention. This will include the use of contingency funds to assure the first twenty-five thousand dollars (\$25,000) liability on a property or casualty loss incurred (the insurance deductible may be increased as the contingency fund increases).
- {4} Shall make such recommendations to the Executive Committee and the Board as shall be necessary.

(c) Subcommittees

The chairperson of the Business Services Committee, in consultation with the Executive Leader of the Business Services Group, shall appoint all subcommittees and their chairpersons. The chairperson of the Business Services Committee shall serve as an ex-officio voting member of all subcommittees. The Executive Leader shall serve as an ex-officio non-voting member of all subcommittees.

- {1} Contingency Fund/Audit Committee

- {a} Shall report, following the audit, to the Business Services Committee for its recommendation of transfer of no less than ten percent (10%) and not more than seventy-five percent (75%) of the income received in excess of expenditures during the previous year.
 - {b} Shall continue approved appropriations until the fund reaches ten percent (10%) of the Cooperative Program budget.
 - {c} Shall adhere to the following guidelines for use of these funds:
 - [1] To assist any institution or agency where a real emergency exists. (An emergency which threatens the continuation or will seriously hamper the work of the institution or agency; funds are not available from any source either internal or external; the need is long-range.);
 - [2] To cover any unfunded programs due to shortfall in Cooperative Program funds where the need is urgent and cannot be met within other budget adjustments; and
 - [3] To fund any new programs that are deemed to be of primary importance by the Executive Committee, the Board and Executive Director-Treasurer.
 - {d} Shall work with the Executive Leader of the Business Services Group concerning financial and business related policies and procedures and make recommendations to the Business Services and Executive Committees and the Board.
- {2} Assemblies Committee
- {a} The Committee shall consist of five (5) members of the Business Services Committee serving one (1) year terms. The Committee will meet at least three times per year or as needed when called by the chairperson or the Executive Leader of the Business Services Group.
 - {b} The Committee shall:
 - [1] Work with the Business Services Group in the administrative functions of camps and assemblies owned and operated by the Convention or with which the Convention has some type of working relationship;
 - [2] Work with the Executive Leader of the Business Services Group in formulating program-budget proposals;
 - [3] Maintain through-the-year supervision of budget administration including the formulating of needed financial adjustments for consideration by the Business Services Committee;
 - [4] Study property improvement proposals and formulate evaluation proposals for the Business Services Committee; and
 - [5] Receive and study program-budget progress reports.
- {3} Investment Committee
- {a} The committee shall consist of five (5) members of the Business Services Committee serving a term of one (1) year. The committee will meet at least three (3) times per year or as needed when called by the chairperson or the Executive Director-Treasurer.
 - {b} The committee shall work with the Executive Director- Treasurer or his/her designee regarding the policies and guidelines for the investment of available funds.
 - {c} The committee will at all times monitor the risk factor and return of all investments with security as the prominent guideline.
- {4} Constructing and Financing of Facilities Review Committee.
- {a} The committee shall consist of the following persons:

- [1] Chair, Business Services Committee
- [2] Vice-chair, Business Services Committee (*)
- [3] Chair, Assemblies Subcommittee
- [4] Chair, Contingency/Audit Subcommittee
- [5] Chair, Investment Subcommittee
- [6] Ex-officio, Executive Leader of the Convention Relationships and Budget Group

(*) will coordinate the functions of the Review Committee

{b} The purpose of the committee is:

- [1] To establish and maintain a comprehensive review process for seeking approval for constructing and financing facilities on property owned by the Convention;
- [2] To establish the parameters for the use of monies from the unrestricted General Reserves of the Convention; and
- [3] To establish the criteria for borrowing and repaying available unrestricted General Reserve monies.

iii. Congregational Services Committee

(a) Structure

- [1] The committee shall consist of at least twenty-five (25) members of the Board. The Executive Leader of the Congregational Services Group shall serve as an ex-officio non-voting member.
- [2] The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson and organizing the committee into subcommittees. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one (1) subcommittee. The chairperson and the Executive Leader will determine which subcommittees are needed. They will decide when to establish or dissolve a particular subcommittee. The chairperson will appoint, in consultation with the Executive Leader of the Congregational Services Group, members to serve on particular subcommittees. The committee will meet each time the Board meets and at other times as called by the chairperson or the Executive Leader for the Congregational Services Group.
- [3] Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.

(b) Responsibilities and Duties

- [1] The committee shall work with the Executive Leader and staff to provide resources for congregational maturation, health, and growth; and
- [2] The committee will serve as another segment of the Congregational Services Group that seeks to help churches and associations fulfill their mission in their own settings.

iv. Convention Relationships Committee

(a) Structure

- [1] The committee shall consist of members of the Board serving as chairperson and persons serving in a position of leadership of the following committees, auxiliary, institute, or conference:
 - {a} Chair, Christian Higher Education Committee
 - {b} Chair, Christian Social Services Committee
 - {c} Chair, Board of Advisers, Fruitland Baptist Bible Institute
 - {d} President, Baptist Associational Missions Conference

{e} President, Woman's Missionary Union of North Carolina

{f} Chair, Budget Committee

{2} The chairperson of the Budget Committee shall serve as chairperson of the Convention Relationships Committee. The chairperson will serve as a member of the Executive Committee. The Executive Leader of the Convention Relationships and Budget Group shall serve as an ex-officio non-voting member.

{3} The committee will meet at least three (3) times a year. The chairperson or the Executive Leader of the Convention Relationships and Budget Group may call a meeting as needed.

(b) Responsibilities and Duties

{1} The committee shall participate with the Executive Leader in sharing and communicating information pertaining to the work of the Convention.

{2} The committee shall receive and discuss proposed recommendations, prepared and offered by the member organizations, which will impact relationships within the Convention.

The committee shall forward all approved recommendations to the Executive Committee for consideration and final action.

v. Mission Growth Evangelism Committee

(a) Structure

{1} The committee shall consist of at least twenty-five (25) members of the Board. The Executive Leader of the Mission Growth Evangelism Group shall serve as an ex-officio non-voting member.

{2} The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson and organizing the committee into subcommittees. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one (1) subcommittee. The chairperson and the Executive Leader will determine which subcommittees are needed. They will decide when to establish or dissolve a particular subcommittee. The chairperson, in consultation with the Executive Leader of the Mission Growth Evangelism Group, will appoint the members to serve on particular subcommittees. The committee will meet each time the Board meets and at other times as called by the Chairperson or the Executive Leader.

{3} Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.

(b) Responsibilities and Duties

{1} The committee shall work with the Executive Leader and staff to provide resources which will enable churches and associations of the Convention to be most proficient in ministering to and communicating the Gospel to all people while helping them establish a spiritual relationship with Christ through Jesus the Christ.

{2} The work will include the spiritual development, nurturing, and training of believers which will result in producing more effective Kingdom builders.

{3} The committee will serve as another segment of the Mission Growth Evangelism Group that seeks to help churches and associations fulfill their mission in their own settings.

iv. Resource Development and Promotion Committee

(a) Structure

{1} The committee shall consist of at least ten (10) members of the Board. The Executive Leader of the Resource Development and Promotion Group shall serve as an ex-officio non-voting member.

- {2} The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson and organizing the committee into subcommittees. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one (1) subcommittee. The chairperson and the Executive Leader will determine which subcommittees are needed. They will decide when to establish or dissolve a particular subcommittee. The chairperson, in consultation with the Executive Leader of the Resource Development and Promotion Group, will appoint the members to serve on particular subcommittees. The committee will meet each time the Board meets and at other times as called by the chairperson or the Executive Leader of the Resource Development and Promotion Group.
- {3} Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.
- (b) Responsibilities and Duties
 - {1} The committee shall work with the Executive Leader and staff to provide leadership and direction to the overall ministry and work of the Resource Development and Promotion Group.
 - {2} The committee will lead all members of the Board in becoming active advocates of the Cooperative Missions Giving efforts and North Carolina Missions Offering Promotion.
 - {3} The committee will serve as another segment of the Resource Development and Promotion Group that seeks to help churches and associations fulfill their mission in their own settings.

vii. Strategic Initiatives and Planning Committee

(a) Structure

- {1} The committee shall consist of at least six (6) members of the Board. The Executive Leader of the Strategic Initiatives and Planning Group shall serve as an ex-officio non-voting member.
- {2} The Committee will convene at the time designated for committee meetings during the meeting of the Board. The January meeting will be devoted to electing a chairperson and organizing the committee into subcommittees. The chairperson will serve as a member of the Executive Committee. Members may serve on more than one (1) subcommittee. The chairperson and the Executive Leader will determine which subcommittees are needed. They will decide when to establish or dissolve a particular subcommittee. The chairperson, in consultation with the Executive Leader, will appoint the members to serve on particular subcommittees. The committee will meet each time the Board meets and at other times as called by the chairperson or the Executive Leader of the Strategic Initiatives and Planning Group.
- {3} Any member who misses two (2) consecutive meetings without acceptable reason shall be automatically replaced.

(b) Responsibilities and Duties

- {1} The committee shall work with the Executive Leader of the Strategic Initiatives and Planning Group to promote its task in assisting the Convention in strategic planning and implementation.
- {2} The committee shall assist the Strategic Initiatives and Planning Group in helping churches to be aware of the cultural trends that impact their ministries.

V. FRUITLAND BAPTIST BIBLE INSTITUTE

A. Purpose

The Fruitland Baptist Bible Institute ("Fruitland") is a ministry of the Convention and shall be responsible to the Board. Fruitland exists to prepare persons for whom study in a college or seminary is

not presently appropriate for the Christian ministries into which they are called. It further serves to encourage some to further training in college and/or seminary.

B. Board of Advisors

The operations of the school shall be the responsibility of a Board of Advisors, who are elected by the Board.

1. The Board of Advisors shall consist of twelve (12) members, each serving a four-year (4) term. One-fourth (1/4) of the members shall be elected each year at the September meeting of the Board. The term of service shall begin January 1. During the May meeting of the Executive Committee of the Board, the chairperson shall appoint three (3) members of the Executive Committee to serve as a nominating committee for the purpose of recommending nominees for the Board of Advisors to the Board. The Board of Advisors shall comply with the following:
 - a. One-third (1/3) of the membership shall be chosen from the alumni of the Fruitland who may or may not be presently serving as members of the Board;
 - b. One-third (1/3) of the members shall be chosen from those presently serving on the Board;
 - c. One-third (1/3) of the members shall be chosen at large from among members of cooperating North Carolina Baptist churches not presently serving on the Board. The at large members should have expertise in budget, finance, and Baptist life;
 - d. At least four (4) of the members shall be laypersons;
 - e. If for any reason a member of the Board of Advisors shall cease to be a member of a church cooperating with this Convention, or shall remove residence from the state, membership on the Board will be thereby terminated. A member whose Board membership is terminated due to a relocation within the state may continue his/her membership on the Board of Advisors until that term expires. Vacancies on the Board shall be filled by the Executive Committee between sessions of the Board;
 - f. No person shall serve on the Board of Advisors for more than one (1) four-year term, and may not be re-elected to the Board until one (1) year has elapsed; and
 - g. No person shall serve on the Board of Advisors who at the same time is employed, either partially or fully, by Fruitland, the Convention, or any institution or agency of the Convention.
2. Responsibilities of the Board of Advisors
 - a. The Board of Advisors shall be responsible to the Board and ultimately to the Convention for the operation of Fruitland and for all administrative and policy decisions of Fruitland in the regular and proper performance of the task of Fruitland.
 - b. The Board of Advisors shall report annually to the September meeting of the Board, and a synopsis of the report shall be given to the annual session of the Convention.
 - c. The Board of Advisors shall be responsible for submitting an annual budget to the Budget Committee to be included with the budget of the Board for approval by the Convention in annual session.
 - d. The Board of Advisors has the responsibility for administering the budget. The Board shall have the responsibility for all personnel matters of Fruitland except the selection or dismissal of the President of Fruitland.
 - e. The Board of Advisors shall be responsible to the Board for the fiscal operation of Fruitland and shall make periodic financial reports to the Board, including independent annual audits.
 - f. The Board of Advisors shall have the authority to secure endowment for Fruitland in accordance with policies of the Convention and its institutions and agencies.

C. President of Fruitland

The President of Fruitland shall manage the affairs of Fruitland under the direction of the Board of Advisors. For the employment or dismissal of a President, the Board of Advisors shall recommend action to the Board. The President shall have the responsibility for recommending all other personnel matters to the Board of Advisors.

D. Change of Status

Any change of status regarding the purpose of Fruitland shall be approved by the Convention in annual session, upon recommendation of the Board.

E. Other Considerations

All other considerations regarding Fruitland not specified in these Bylaws shall be in accordance with the 1986 Fruitland Baptist Bible Institute Study Committee Report and shall be in harmony with the expressed intent of that document.

VI. COUNCILS OF THE CONVENTION

A. Council on Christian Higher Education

1. Purpose; Election

- a. The Council will work with the Executive Director of the Council to provide an effective program for the five (5) Baptist colleges and universities without in any way hindering the trustee operation of any one of them.
- b. The Council shall consist of not more than ten (10) members of the Board. Also, the Council consists of the following associate, voting members: the President, dean, and chairperson of the trustees of each of the five (5) colleges and universities receiving funds from the Convention. The Executive Director of the Council on Christian Higher Education serves as an ex-officio non-voting member.
- c. The President shall be elected from one (1) of the ten (10), or less, members of the Board and shall also be a member of the Executive Committee of the Board.
- d. No member of the Council who occupies a salaried position with the Convention, its institutions, or its auxiliaries shall have a vote on appropriations that may be made to the institutions. All recommended appropriations shall be subject to the approval of the Board.

2. Duties and Responsibilities

The Council

- a. Shall devise ways and means for the proper correlation of the work and programs in the several educational institutions supported by the Convention;
- b. Shall study the needs of the institutions and their ability to meet these needs, and upon the basis of its findings shall recommend to the Board allocations to the institutions of such funds as may be made available for Christian Higher Education by the Convention or the Board;
- c. Shall formulate and promote plans for increasing interest and support for these institutions and to make reports in detail to the Board concerning all its work and findings; and
- d. Shall study all requests of the Executive Committee with regard to a change of status by a North Carolina Baptist college or university and to make such report to the Executive Committee as the Council deems appropriate.

3. Executive Director

- a. The Council on Christian Higher Education in cooperation with the Executive Director-Treasurer of the Convention shall nominate and the Executive Committee shall elect an Executive Director.
- b. Duties and responsibilities of the Executive Director.
 - i. Shall be responsible to the Council on Christian Higher Education and through the Executive Leader of the Convention Relationships and Budget Group to the Executive Director-Treasurer, and to the Board;
 - ii. Shall work in cooperation with all Groups in an effort to secure full support for the program of higher education of the Convention;
 - iii. Shall, in cooperation with the Executive Leader, Business Services and Comptroller of the Convention, work toward promoting a uniform method of bookkeeping for all institutions of higher education in an effort to understand and interpret all their budget needs; and

- iv. Shall work towards correlating the programs of the several educational institutions and securing their cooperation and shall formulate plans for promoting an interest in and support of Christian Higher Education.

4. Meetings

The Council shall meet at least three (3) times a year in conjunction with the meeting of the Board. The President and Executive Director, or any five (5) members of the Council may call a special meeting.

B. Council on Christian Social Services

1. Purpose; Election

The Council will work to provide a well-integrated program for the Children's Homes, Retirement Homes, and Hospital without in any way hindering the trustee operation of any one of them.

- a. The Council shall consist of not more than ten (10) members of the Board. Also, the Council consists of the following associate, voting members: President of the Baptist Children's Homes of North Carolina, Inc.; the President of Baptist Retirement Homes of North Carolina, Inc.; the President of North Carolina Baptist Hospital; the Director of the School of Pastoral Care; and the President or chairperson of the trustees of each institution.
- b. The President of the Christian Social Services Committee shall be elected from one (1) of the ten (10), or less, Board members and shall be a member of the Executive Committee of the Board.
- c. Representatives on the Council from the institutions will not have voting power in the allocation of funds. No member of the Council who occupies a salaried position with this Convention, its institutions, or its auxiliaries shall have a vote on appropriations that may be made to the institutions. All recommendations for appropriations shall be subject to the approval of the Board.

2. Duties and responsibilities

- a. Shall consider problems common to all of the social service institutions, and keep the needs of these institutions before the Board and the Baptist people of North Carolina; and
- b. Shall cooperate with all the Groups in order to create a better understanding of all the problems involved in providing for the needs of these social service institutions.

3. Meetings

The Council shall meet at least three (3) times a year in conjunction with the meeting of the Board. The President or any five (5) members of the Council may call a special meeting.

C. Council on Christian Life and Public Affairs

1. Purpose; Election

- a. The Council shall consist of not more than ten (10) members of the Board, and twelve (12) at-large members serving a four (4) year term. The at-large members are to be from across the state and are to be nominated by the Committee on Nominations and elected by the Convention. Also, the following serve as associate, voting members: Editors of the Biblical Recorder and Charity and Children, and two (2) college students elected by the state student convention for a two-year (2) term. Four (4) of the twelve (12) at-large members are to be from the staff and faculty of Baptist theological schools located in North Carolina, North Carolina Baptist Social Service Institutions, and North Carolina Baptist colleges and universities. The remaining eight (8) are to have an interest in and understanding of the field of practical Christian living.
- b. The President of the Council shall be elected from one (1) of the ten (10), or less, Board members at its January meeting, and shall be a member of the Executive Committee of the Board.
- c. Representatives on the Council from the institutions will not have voting power in the allocation of funds. No member of the Council who occupies a salaried position with this Convention, its institutions, or its auxiliaries shall have a vote on appropriations that may be made to the institutions; and all appropriations agreed upon shall be subject to the approval of the Board.

d. The Council shall have an Executive Committee with authority to carry on the work of the Council between regular meetings. The Executive Committee shall consist of the Executive Director of the Council, the President of the Council, and three (3) members-at-large elected by the Council.

2. Description of Emphases and Activities

a. Objective

The Council shall assist North Carolina Baptists in the propagation of the gospel by:

- i. Helping North Carolina Baptists to become more aware of the ethical implications of the Christian gospel with regard to such aspects of daily living as family life, human life, moral issues, economic life, and daily work, citizenship, public affairs, and related fields; and
- ii. Helping them create with God's leadership and by His grace the kind of moral and social climate in which the North Carolina Baptist witness for Christ will be most effective. This emphasis in the field of applied Christianity is to be pursued with the full awareness that the chief concern of the Council is in the area of Christian social ethics which is understood to mean the application of Christian principles in everyday living. The primary program assignment of the Council is in the area of Christian moral development among North Carolina Baptists.

b. Program

The Council shall

- i. Make systematic long-range plans for emphasis on Christian social ethics in the life of the Convention and its institutions and agencies. These plans may include such things as suggested methods, organizational patterns, and themes;
- ii. Plan and conduct specialized seminars in the field of such subjects as family life, human relations, moral issues, economic life, daily work, and citizenship. These seminars may be both statewide and regional as required by circumstances. Such plans for seminars should take cognizance of other Convention institutions and agencies having interest in any of these areas;
- iii. Plan and conduct a Christian social ethics literature service, including pamphlets, tracts, booklets, posters, etc. The material is to be produced in cooperation with the Southern Baptist Ethics and Religious Liberty Commission and Joint Committee on Public Affairs to assist in the implementation of the program of Christian moral development;
- iv. Plan and conduct seminars in the dangers of alcohol and other controlled substances, provide literature and research and services as the official channel of action on the question of sale or use of alcohol and other controlled substances among our people;
- v. Provide for a liaison committee or person that would work with the General Assembly of North Carolina and the Congress of the United States on legislation on matters that may vitally concern the life and work of our Baptist people; and
- vi. Plan and provide articles, mats, quotes, factual data, pictures, and similar material on current pertinent moral and social issues for use by state Baptist papers and other mass media outlets in North Carolina.

c. Information

The Council shall

- i. Assemble basic materials such as books, pamphlets, and articles so as to qualify as a source of authentic information on all matters pertaining to the field of Christian social ethics, including alcohol, gambling, pornography, and other items;
- ii. Assist editors, scholars, teachers, writers, and other specialists in need of special information on Christian social ethics for the writing projects in which they are engaged; and
- iii. Provide a mail answering service to North Carolina Baptists and others in search of information on social problems.

d. Study and Research

The Council shall

- i. Maintain a program of study covering the field of Christian social ethics in order to provide reliable help to North Carolina Baptists; and
- ii. Provide monographs, papers, and studies for North Carolina Baptist leaders, institutions and agencies needing service in the field of Christian social ethics.

e. Opinion Polls

The Council shall determine by means of opinion sampling, interviews, etc., the thinking of North Carolina Baptists on moral and social issues so as to be able to render service where the need is greatest. The research survey facilities of existing agencies should be used when possible.

f. Consultative and Advisory

The Council shall

- i. Provide associations and churches with ideas by which achievements in Christian social ethics can be measured;
- ii. Provide counsel as requested in the field of applied Christianity to other Convention agencies and Groups;
- iii. Serve in a liaison capacity with non-North Carolina Baptist groups in the field of social ethics, including
 - (a) Consult with organizations working in alcohol education, public safety, and other areas of social concern;
 - (b) Present North Carolina Baptist insights for consideration in the planning of programs by the state government on children and youth, aging, housing, employment, public health, and other matters pertaining to social welfare; and
 - (c) Bring to bear Baptist statements, convictions, and insights in the field of Christian ethics upon important policy-making groups, compilers of yearbooks, various welfare organizations, etc; and
 - (d) Encourage the inclusion of Christian social ethics in the study programs of various Baptist groups, such as assemblies, encampments, conferences, colleges, or wherever the need may develop. It shall be the duty of the Council to study developments in the area of church-state relations, to be alert to developments within the state and nation which violate or compromise the historic Baptist position of a free church in a free state. It shall attend conferences and seminars where these matters are being discussed. It shall report to the Convention on any developments in this area and otherwise keep our people informed. The Council shall recognize that its primary responsibility is to speak to our people rather than for them.

g. Relationships

The Council should work directly as a staff and service agency with the Convention and its institutions and agencies. It may work with Southern Baptist organizations and with other North Carolina organizations through whom it may render indirect service to the associations and churches and their leaders. Its staff may on invitation, conduct associational and local church conferences in order to validate plans and techniques. The Council may relate its emphasis on Christian social ethics to Baptist associations, churches, and leaders through printed media. The Council shall designate three (3) of its members for nomination for Trustees of the Christian Action League. The Council shall cooperate with the Christian Action League in its efforts to combat alcohol and other social evils.

3. Personnel

- a. The Council, in cooperation with the Executive Director-Treasurer of the Convention, shall nominate an Executive Director and other personnel, as needed, to the Executive Committee of the Board. The Executive Committee shall consider the nominations and take action. If a

vacancy occurs, the Executive Director-Treasurer will serve as acting Executive Director of the Council until the position is filled.

b. Duties and Responsibilities of the Executive Director

The Executive Director

- i. Shall be responsible to the Council, to the Executive Leader of the Congregational Services Group, and to the Board; and
- ii. Shall cooperate with all the Groups in order to create a better understanding of all the problems involved in providing this Christian ministry.

4. Reports

The Council shall make a report to the September meeting of the Board and to the Convention at its annual session.

5. Meetings

The Council shall hold at least three (3) meetings a year in conjunction with the meetings of the Board. Other meetings may be called by the President and Executive Director of the Council when deemed necessary.

6. Budget

Budget funds for the work of the Council will be recommended by the Council and approved by the Executive Committee of the Board. Expenditure of budget funds will be supervised by the Council under the guidance of the Executive Director-Treasurer.

VII. INSTITUTIONS AND AGENCIES OF THE CONVENTION

A. This Section of the Bylaws applies to the institution and agencies listed in Article X.A. of the Articles of the Convention, and shall be referenced to herein, from time to time, as "covered institutions and agencies."

B. Quality of Life

1. Each institution or agency which receives financial support from the budget of this Convention is expected to take specific measures to ensure that the life of the institution or agency is so infused with genuine Christian beliefs and practices and with the most noble elements of our Baptist heritage that as nearly as possible every person who is a part of that institution's or agency's life (administrators, staff, employees, faculty, students, patients, residents and visitors) will have opportunity to respond to the institution's or agency's positive Christian and Baptist influence.
2. No preconceived pattern of accountability will be imposed upon any institution or agency by the Convention, but each institution or agency will continue, or revitalize, or create its own structures, programs, or events for the achievement of this goal. This might include, but not be limited to, such things as these: (1) creation or strengthening of religious organizations; (2) seminars, conferences, revivals, guest appearances of religious leaders, or other such events; (3) events in which faculty or staff members discuss significant ethical and religious topics and their application in various phases of the life of the institution; (4) the creation or strengthening of a structure in which someone who is a member of the highest level administrative council, committee or cabinet, directly responsible to the President (or other Chief Executive Officer), is charged with the full time or part time responsibility of giving leadership on a regular basis to the fostering of historic Christian and Baptist values in the institution's life; (5) the creation or strengthening of a structure in which a committee or council or other ongoing group which is representative of various areas of institutional life, exercises leadership in this realm on a regular basis in the life of the institution, working together as a team to encourage existing programs and attitudes, and to develop and implement possible new policies and programs relating to this matter; (6) the creation or strengthening of a structure in which the trustees of the institution form a committee or take other specific steps to ensure close cooperation with the administration in encouraging this dimension of institutional life, keeping all trustees well informed in this area of concern; and (7) cooperation with other Baptist institutions in North Carolina or other states, possibly through the leadership of

the Council on Christian Higher Education or the Council on Christian Social Services, in seminars, conferences, or other methods for the exchange of ideas concerning this subject.

3. Each institution, in its annual written report to the Convention, and oftener if it desires, shall include an account of what is being accomplished in this dimension of its life and work. It will be important for this report to give enough details to enable the messengers at the annual session, the members of the Board, and Baptists across the state to have a clear picture in their minds concerning the distinctively Christian and distinctively Baptist elements of institutional life. It will also be important to continue and strengthen the periodic use of dramatic presentations depicting the work done by each institution, making sure that the religious dimensions of institutional life are effectively communicated to our Baptist family.
4. Because of much smaller staffs, and the absence of students, residents or patients, the *Biblical Recorder* and the North Carolina Baptist Foundation must find other ways of implementing the spirit of this recommendation through their respective staffs and Boards of Directors, but they will also include in their annual reports to the Convention, and oftener if they desire, an account of what is being done in this dimension of their life and work

C. Election of Trustees

The charter of every covered institution or agency owned or supported in whole or in part by this Convention shall contain the following provisions:

1. The Convention shall elect the trustees and directors of the covered institutions and agencies for terms of four (4) years. At the first election by this Convention, one fourth (1/4) of the board of trustees or directors shall be elected to serve for one (1) year, one fourth (1/4) for two (2) years, one fourth (1/4) for three (3) years, and the remaining one fourth (1/4) for four (4) years. At each subsequent regular annual session of this Convention, one fourth (1/4) of the board of trustees or directors of the covered institutions and agencies shall be elected by this Convention to succeed the retiring members of said board.
2. Any educational institution among the covered institutions or agencies may have one ex-officio trustee representing the College's alumni/alumnae who is an active Christian church member. This trustee shall be elected annually by the College's Board of Trustees and shall serve no more than four (4) consecutive one-year (1) terms. This appointment shall be in addition to the usual number of trustees constituting the full membership of the College's Board.
3. The trustees and directors shall be responsible to this Convention for the operation of its covered institutions or agencies in accordance with Baptist principles; report of work done and undertaken shall be made annually to this Convention; any change in the charter of any covered institution or agency which would affect, alter or change the purpose of the institution or agency or the relationship of the institution or agency or its board of trustees to this Convention shall have the prior approval of this Convention. No program shall be inaugurated which might involve this Convention directly or indirectly in a debt, without securing the prior approval of this Convention as provided in Article IX of the Bylaws.
4. At least three fourths (3/4) of the members of the board of trustees or directors of each covered institution or agency shall be residents of the State of North Carolina and members of churches cooperating with this Convention. Up to one fourth (1/4) of the members of the board of trustees or directors of each institution or agency may be Baptists from outside North Carolina who are members of churches cooperating with a Baptist State Convention affiliated with the Southern Baptist Convention. For trustees or directors from outside North Carolina, each institution or agency will be required to furnish to the Committee on Nominations a letter of endorsement from the nominee's church.
5. If for any reason a member of a board shall cease to be a member of a church cooperating with this Convention or shall remove residence from the State, membership on any board shall be thereby terminated. Any vacancy on a board may be filled by recommendation of the Committee on Nominations to the Executive Committee until the next regular annual session of this Convention, and this Convention shall at its next regular annual session fill the vacancy for the unexpired term. The board of trustees or directors of the covered institutions and agencies by affirmative vote of three

fourths (3/4) of the entire membership given in regular annual meeting or in a special meeting called for the purpose, shall have the power to remove from office any trustee or director of such covered institutions and agencies for cause considered sufficient by such board, but only after reasonable notice to such trustee or director, and opportunity to be heard by the Board. This Convention shall have the right to remove any trustee or director for cause considered sufficient by this Convention, but only after reasonable notice to such trustee or director, and opportunity for the trustee to be heard by this Convention as provided in Section D below.

6. The trustees or directors of the institutions and agencies of this Convention shall be elected by this Convention after receiving nominations from this Convention's Committee on Nominations or from the floor. Each covered institution or agency may choose to nominate up to fifty percent (50%) of its trustees or directors with the assurance that in the event the Convention does not elect one of these nominees the institution or agency alone shall have the right to nominate another person for the vacancy. Whenever a covered institution or agency exercises this option in regard to a certain percentage of its total number of trustees or directors, never more than fifty percent (50%), the Board, upon the recommendation of its Budget Committee, shall reduce the Cooperative Program funds allocated to that covered institution or agency by the same percentage and shall make recommendations to the Convention, through the proposed annual budget, as to how such funds may be used to accomplish other significant tasks of the Convention, its covered institutions or agencies. Any reversal of this process involving restoration of any Cooperative Program funds will be subject to budgetary limitations and must have the approval of the Budget Committee of the Board, of the Board, and of this Convention. The trustees or directors of each covered institution or agency of this Convention shall make an annual report, no later than February 1 of each year, notifying the Committee on Nominations of the Convention and the Budget Committee of the Board concerning the exercising of such an option and of all vacancies to be filled. Each such nominee must be a member of a church cooperating with this Convention or a church cooperating with a Baptist State Convention, which is affiliated with the Southern Baptist Convention, and each covered institution or agency will be required to furnish to the Committee on Nominations a letter of endorsement from the nominee's church. In no case shall more than twenty five percent (25%) of the trustees or directors of an institution or agency be from outside North Carolina. Trustees or directors thus nominated by the covered institutions or agencies will not be subject to the requirements of Article II.E.4. of the Bylaws. Any institution or agency exercising this option will forfeit the privilege extended in Article VII.C.3 of the Bylaws.

D. The Dismissal of Trustees or Directors

In the event that it should become necessary for this Convention to consider removal of a trustee or director, it shall be done in the following manner:

1. This Convention will automatically refer the matter to the Executive Committee of the Board for consideration and action;
2. The Executive Committee will first seek to solve the problem through the regularly elected Board of Trustees or Directors;
3. If it becomes necessary for the Executive Committee to act in behalf of this Convention, the trustee or director in question shall have charges presented in writing, be given adequate time for reply, and be allowed counsel; and
4. The Executive Committee will report its action in full to the Board subject to the approval of this Convention in its next annual session.

E. *Biblical Recorder*, Inc.

The *Biblical Recorder* is the journal of the Convention. According to its charter, the publication is "to maintain and safeguard the inalienable rights and privileges of a free press, these rights and privileges being consistent with the traditional Baptist emphasis upon the freedom, under Christ, of both the human spirit and Baptist churches." The *Biblical Recorder*, Inc. shall be operated by sixteen (16) directors who shall serve four-year (4) terms. One-fourth (1/4) of the directors shall be elected annually by this Convention.

F. The North Carolina Baptist Foundation, Inc.

The North Carolina Baptist Foundation, Inc. shall be operated by twenty (20) directors who shall serve for four-year (4) terms. One-fourth (1/4) of the directors shall be elected annually by this Convention. The purposes of The North Carolina Baptist Foundation, Inc. shall be to receive, hold, and administer donations of money and property which charitable-minded persons may leave to it from time-to-time.

VIII. NORTH CAROLINA BAPTIST HOSPITAL

- A. The Convention and the North Carolina Baptist Hospital ("Hospital") shall each elect one-half (1/2) of the members of the Hospital's board of trustees for terms of four (4) years. The Hospital shall elect three (3) trustees each year, and the Convention shall elect three (3) trustees, each for four-year (4) terms.
- B. At least one-half (1/2) of the trustees of the Hospital shall be residents of the State of North Carolina and members of churches cooperating with the Convention.
- C. If for any reason a trustee elected by the Convention shall cease to be a member of a church cooperating with the Convention or shall remove residence from the State (unless in the latter case the nonresident trustee becomes a member of a church cooperating with a Baptist State Convention affiliated with the Southern Baptist Convention, and there would be no more than one-fourth (1/4) of the Hospital trustees who are nonresidents of North Carolina), membership on the Hospital board shall be thereby terminated. Any vacancy on the Hospital board resulting from the departure of a trustee elected by the Convention, may be filled by a recommendation of the Committee on Nominations to the Executive Committee until the next regular annual session of the Convention, and the Convention shall at its next regular annual session fill the vacancy for the unexpired term.
- D. The term of office of a trustee elected by the Convention who has not resigned, died, become disqualified or been removed, shall not expire until a successor shall have been duly elected and qualified.
- E. The committee of the Hospital's board of trustees that oversees the School of Pastoral Care shall have as its members only trustees who have been elected by the Convention.
- F. No individual elected by the Convention shall serve on the Hospital board who at the same time is holding membership on the board of any other institution, agency, or on the Board.
- G. No individual who is employed by the Convention or any institution or agency of the Convention, whether the salary be total or supplemental, shall be elected by the Convention to serve on the board of trustees of the Hospital.

IX. CONCERNING DEBTS

A. Borrowings by Convention

All borrowings by this Convention for its own use shall only be authorized on the following terms and conditions:

1. The Executive Committee of the Board may authorize the Convention to borrow money in anticipation of current revenue, provided that (a) the entire balance of such borrowing shall be repaid by the end of the current fiscal year; and (b) such borrowing does not require this Convention to encumber any of its property.
2. The Board may authorize the Convention to borrow money in anticipation of current revenue, provided that (a) any unpaid balance of such borrowing at the end of the current fiscal year shall be provided for in and made a part of the budget for the subsequent fiscal year; and (b) such borrowing does not require this Convention to encumber any of its property.
3. The Convention shall approve by a majority vote at its annual meeting or a special meeting any borrowing by the Convention not specifically authorized under Paragraphs 1 and 2 above or that requires the Convention to encumber any of its property.

B. Convention's Guaranty of Borrowing by an Institution or Agency

1. The Executive Committee may authorize the Convention to guaranty the borrowing of a covered institution or agency described in Article X.A. of the Articles of Incorporation, provided that (a) such

borrowing shall be repaid in full by the end of the current fiscal year of the Convention; (b) the total amount of such borrowing guaranteed by the Convention shall be less than Five Hundred Thousand Dollars (\$500,000); and (c) such guaranty shall not require this Convention to encumber any of its property.

2. The Board may authorize the Convention to guaranty the borrowing of a covered agency or institution described in Article X.A. of the Articles of Incorporation, provided that (a) such borrowing shall be repaid in full at the end of the subsequent fiscal year of the Convention, any unpaid balance of such borrowing at the end of the current fiscal year of the Convention shall be provided for in and made a part of the budget of such institution or agency for the Convention's subsequent fiscal year; (b) the total amount of such borrowing guaranteed by the Convention shall be less than Two Million Dollars (\$2,000,000); and (c) such guaranty shall not require this Convention to encumber any of its property.
3. The Convention shall approve by a majority vote at its annual meeting or a special meeting any guaranty by the Convention of any borrowing by any of the covered institutions or agencies described in Article IX.A. not specifically authorized under Paragraphs 1 or 2 above or that require the Convention to encumber any of its property.

C. Convention Approval of Borrowings or Guaranties

1. Any motion which proposes the borrowing of money, the guaranty of borrowing by a covered institution or agency, or the encumbrance of Convention property which requires Convention approval shall set forth all pertinent facts and a definite schedule for repayment of the borrowing or other obligations. Such motions shall be sent to the Executive Committee and the Board for recommendation to this Convention not less than forty-five (45) days in advance of the meeting of the Convention during which it is proposed that action be taken on such motion. These recommendations shall be included in the Board's report and shall be subject to the rules concerning the adoption of that report.
2. Notice of any motion involving proposed borrowing of money, guaranty of borrowing by a covered institution or agency, or the encumbrance of Convention property requiring Convention approval shall appear in the Biblical Recorder in three (3) separate issues in advance of the meeting of this Convention during which it is proposed that action be taken on such motion.

D. Borrowings by Institutions and Agencies of the Convention

Upon approval of its trustees in accordance with its articles and by-laws, any covered institution and agency described in Article IX.A. of the Articles of Incorporation shall have the authority to borrow money without approval of the Convention, Board or Executive Committee; provided that the Convention will not directly or indirectly be involved in or liable for such borrowing.

X. FISCAL YEAR

This Convention's fiscal year shall close on the Friday after the last Sunday of the year.

XI. ADOPTION OR TERMINATION OF ACTIVITIES; ESTABLISHMENT OR TERMINATION OR SEVERANCE OF INSTITUTIONS, AGENCIES OR COUNCILS

A. Adoption or Termination of Activities

Proposals concerning a new work or activity not already being carried on by this Convention or termination of any current work or activity shall be presented to the trustees, directors, or members of the appropriate agency, council, or committee for action or recommendation as may be necessary. If the new work shall not be undertaken for lack of funds, lack of authority, or for any other reason, or if the current activity shall not be terminated as requested, the proponent may present the same to this Convention at its regular meeting as set forth hereinafter in Paragraph C.

B. Establishment or Termination or Severance of an Institution, Agency or Council

Proposals concerning the establishment of a new Institution, Agency, or Council, or the termination or severance of any institution, agency or council shall be presented to this Convention in annual session. If this Convention, by majority vote, agrees that the proposal should be further considered, the procedures of Paragraph C below shall be favored.

C. Proposal Referred to Board

Upon presentation of a proposal of Paragraph A above, or upon the vote of this Convention to further consider a proposal under Paragraph B above, this Convention's President shall refer the proposal to the Board for a detailed study. No final action on any such proposal shall be taken at the Convention at which such proposal is first made.

XII. QUORUM

The quorum of this Convention shall be the number of registered messengers present at any session of the annual convention.

XIII. AMENDMENTS TO BYLAWS

These Bylaws may be changed or amended by a majority vote of the registered messengers present and voting at any session of the annual convention after the Monday night session, provided that the amendment to the Bylaws shall appear in the *Biblical Recorder* in two (2) separate issues in advance of the meeting of the Convention in which the proposed action is to be taken. In the event the required notice has not been given, these bylaws may be changed or amended by a two-thirds (2/3) vote of the registered messengers present and voting at any session of the annual convention after the Monday night session.

2004 STATISTICAL SUMMARY

CHURCHES AND MEMBERSHIP	2003	2004
Number of Churches	3,829	3,866
Number of Missions	155	164
Resident Members	891,079	891,331
Non-resident Members	287,242	285,037
Total Members	1,178, 321	1,176,368
Average Membership of the Churches	296	292
Number of Baptisms	25,404	25,288
Percentage of Change	-10.54%	-0.46%
Number of Other Additions	29,903	27,869
Total Additions	53, 307	53,157
Net Membership Gain	-4,992	-1,953
Number of Churches Reporting No Baptisms	1,306	1,706
Ratio of Baptisms to Resident Membership	1 to 35.08	1 to 35.25
STEWARDSHIP OF MONEY		
Total Receipts of the Churches	\$764,969,472	\$763,689,359
Percentage of Change	-1.83%	0.17%
Gifts For Mission Causes		
Cooperative Program Missions Giving (<i>Convention Business Office Records</i>)	\$35,301,672	\$35,019,137
Other Mission Offerings (<i>Congregational Profiles Records</i>)	<u>\$61,711,922</u>	<u>\$60,020,562</u>
Total Mission Gifts	\$97,013,594	\$95,039,699
Division Of Total Mission Dollars		
Cooperative Program Missions Giving	36.39%	36.85%
Other Missions Offerings	63.61%	63.15%
Proportion Of Tithes And Offerings For Missions		
Cooperative Program Missions Giving	4.61%	4.59%
Other Mission Offerings	<u>8.07%</u>	<u>7.86%</u>
Total Proportion for Missions	12.68%	12.45%
PERCENTAGE OF CHANGE FROM PREVIOUS YEAR		
Cooperative Program Missions Giving	-0.74%	-0.80%
Other Mission Offerings	10.55%	-2.74%
Total Mission Expenditures	6.16%	-2.03%
Per Capita Gifts For All Causes (<i>based on Total Membership</i>)		
Cooperative Program Missions Giving	\$29.96	\$29.77
Other Mission Offerings	\$52.37	\$51.02
Total Mission Causes	\$82.33	\$80.79
Total Tithes and Offerings	\$649.20	\$649.19

NOTE: Cooperative Program Missions Giving figures are from records in the Business Office of the Baptist State Convention for the calendar year. All other figures are from the Congregational Profiles.

CHURCH ORGANIZATIONS

Sunday School Enrollment

Churches with Sunday Schools	3,289	3,281
Sunday School Enrollment	624,047	623,385
Percentage of Enrollment Change	-1.59%	-0.11%
Average Enrollment	157	190
Percentage of Churches Reporting Sunday School	86.90%	84.87%

Vacation Bible School

Churches with Vacation Bible School	2,764	2,762
Vacation Bible School Enrollment	299,090	298,924
Percentage of Enrollment Change	1.34%	-0.06%
Average Enrollment	75	108
Percentage of Churches Reporting VBS	72.19%	71.44%

Discipleship Training

Churches Reporting Organizations	1,593	1,591
Discipleship Training Enrollment	153,418	153,367
Percentage of Enrollment Change	-2.50%	-0.03%
Average Enrollment	38	96
Percentage of Churches Reporting Organizations	41.60%	41.15%

Woman's Missionary Union

Churches Reporting Organizations	2,437	2,432
WMU Enrollment	120,420	120,318
Percentage of Enrollment Change	0.08%	0.08%
Average Enrollment	30	49
Percentage of Churches Reporting Organizations	63.65%	62.91%

North Carolina Baptist Men

Churches Reporting Organizations	1,894	1,891
NCBM Enrollment	55,991	55,940
Percentage of Enrollment Change	-5.49%	-0.09%
Average Enrollment	14	30
Percentage of Churches Reporting Organizations	49.46%	48.91%

Music Ministry

Churches Reporting Organizations	3,070	3,062
Music Ministry Enrollment	168,273	168,048
Percentage of Enrollment Change	-2.51%	-0.26%
Average Enrollment	42	55
Percentage of Churches Reporting Organizations	80.18%	79.20%

BAPTIST STATE CONVENTION AUDIT

BAPTIST STATE CONVENTION COOPERATIVE PROGRAM MISSIONS GIVING INCOME

Member churches participate in Convention activities by giving to Cooperative Program Missions Giving, which has an annually established budget that determines the distribution of the funds. Cooperative Program Missions Giving for the year ended December 31, 2004, was \$35,084,153. Cooperative Program Missions Giving income for the years ended December 31, 2004 and 2003 was received and disbursed as follows:

	2004	2003
Giving Plan Utilized		
Plan A	\$ 23,210,298	\$ 23,457,553
Plan B	3,300,090	3,372,171
Plan C	2,646,711	2,793,202
Plan D	5,927,054	5,756,504
Total Receipts	<u>35,084,153</u>	<u>35,379,430</u>
Allocated To		
Southern Baptist Convention	9,239,303	9,257,129
Cooperative Baptist Fellowship	299,130	319,552
Christian Higher Education	5,905,874	5,741,591
Christian Social Services	3,137,008	3,162,465
General Board Groups	9,542,093	10,050,238
Convention and General Board Operations	2,847,852	2,873,646
Convention Agencies	644,349	653,002
Ministers Expanded Annuity	1,755,770	1,424,989
Special Allocations	1,071,539	1,231,408
Theological Education	<u>641,235</u>	<u>665,410</u>
Total Allocations	\$ 35,084,153	\$ 35,379,430

BAPTIST STATE CONVENTION STATEMENT OF ACTIVITIES - MODIFIED CASH BASIS

YEAR ENDED DECEMBER 31, 2004

	General Board	Caswell	Camp Caraway	Fruitland	Hollifield	WMU	Baptist Men	Property	Total Budget	Special Use	Total All Funds
Support and Revenue											
Cooperative Program											
Missions Giving	\$ 11,309,576	\$ 72,973	\$ 72,973	\$ 664,242	\$ 270,182	-	-	-	\$ 12,389,946	\$ 22,694,207	\$ 35,084,153
Church contributions	697,157	-	-	31,143	-	810,266	603,565	-	2,142,131	24,769,530	26,911,661
Other contributions	857,771	24,189	2,464	-	-	-	225,597	-	1,110,021	3,327,940	4,437,961
Tuition and registration	724,090	3,438,561	1,535,143	418,094	438,710	-	-	-	6,554,598	762,077	7,316,675
Sales	27,814	194,524	18,006	84,503	-	-	-	-	324,847	-	-
Other operating revenue	10,485	1,245	4,065	-	-	-	-	(7,080)	8,715	-	8,715
Investment income	698,928	-	-	-	-	-	6,270	-	705,198	426,376	1,131,574
Total	14,325,821	3,731,492	1,632,651	1,197,982	708,892	810,266	835,432	(7,080)	23,235,456	51,980,113	75,215,586
Expenses											
Missions											
Program	4,946,251	-	-	-	-	357,759	-	-	357,759	45,017,582	45,375,341
Personnel	4,853,182	601,955	437,905	190,167	284,711	-	383,460	-	6,844,449	3,497,280	10,341,729
Occupancy	424,856	1,216,235	665,363	603,294	300,155	398,627	283,878	-	8,320,734	365,590	8,686,324
Insurance	500,555	695,536	293,596	150,009	124,266	-	-	-	1,688,063	-	1,688,063
Capital expenditures	64,009	361,466	115,849	19,397	56,255	-	45,326	-	899,242	-	899,242
Benefits and payroll taxes	2,583,341	134,198	60,815	32,246	16,725	-	33,730	-	662,302	447,371	1,109,673
Cost of goods sold	-	110,015	12,338	65,344	-	42,743	-	-	2,885,798	977,151	3,860,949
Total	13,352,194	3,388,625	1,642,791	1,110,121	804,790	799,129	746,394	-	21,844,044	50,304,974	72,149,018
Support and Revenue Over (Under) Expenses	973,627	342,867	(10,140)	87,861	(95,898)	11,137	89,038	(7,080)	1,391,412	1,675,156	3,066,568
Other											
Fixed assets purchased	-	-	-	-	-	-	-	1,109,673	1,109,673	-	1,109,673
Depreciation expense	-	-	-	-	-	-	-	(1,093,210)	(1,093,210)	-	(1,093,210)
Transfers between funds	(210,517)	7,500	-	-	95,898	-	-	(25,292)	(132,411)	132,411	-
Change in Net Assets	763,110	350,367	(10,140)	-	-	11,137	89,038	(15,909)	1,275,464	1,807,567	3,083,031
Net Assets, Beginning	6,657,659	1,375,431	112,408	66,038	-	(141,387)	195,713	16,975,688	25,241,530	24,307,919	49,549,449
Net Assets, Ending	\$ 7,420,749	1,725,798	102,268	153,899	-	\$ (130,250)	\$ 284,751	\$ 16,959,779	\$ 26,516,994	\$ 26,115,486	\$ 52,632,480

**BAPTIST STATE CONVENTION STATEMENT OF FINANCIAL POSITION -
MODIFIED CASH BASIS**

DECEMBER 31, 2004 AND 2003

	2004	2003
Assets		
Current Assets		
Cash and Equivalents	\$ 6,789,600	\$ 5,194,274
Accounts Receivable	110,287	195,743
Investments	27,964,463	26,295,584
Prepays and Inventories	301,286	268,454
Notes Receivable (Current Portion)	61,751	94,891
Total Current Assets	35,227,387	32,048,946
Fixed Assets		
Real Estate	25,337,060	25,108,531
Furniture and Equipment	<u>6,944,471</u>	<u>7,553,590</u>
Total Cost	32,281,531	32,662,121
Less - Accumulated Depreciation	<u>15,321,752</u>	<u>15,686,433</u>
Total Fixed Assets	16,959,779	16,975,688
Other Assets		
Notes Receivable (Less Current Portion)	464,274	545,488
Total Other Assets	<u>464,274</u>	<u>545,488</u>
Total Assets	\$ 52,651,440	\$ 49,570,122
Liabilities and Net Assets		
Current Liabilities		
Payroll Withholdings	<u>18,960</u>	<u>20,673</u>
Total Current Liabilities	18,960	20,673
Net Assets		
Unrestricted		
Undesignated	9,557,215	8,265,842
Property	16,959,779	16,975,688
Designated	19,974,566	19,484,058
Temporarily Restricted	5,710,605	4,601,869
Permanently Restricted	<u>430,315</u>	<u>221,992</u>
Total Net Assets	<u>52,632,480</u>	<u>49,549,449</u>
Total Liabilities And Net Assets	\$ 52,651,440	\$ 49,570,122

AUDITS

BAPTIST FOUNDATION

The financial statements for the Baptist Foundation were not available at press time. For a copy of this statement, please contact the agency directly:

Baptist Foundation
201 Convention Drive
Cary, NC 27511-4257

BAPTIST CHILDREN'S HOMES OF NORTH CAROLINA, INC.

STATEMENTS OF FINANCIAL POSITION

Years Ended September 30, 2004 and 2003

	2004	2003 <i>(as restated)</i>
Assets		
Cash and Cash Equivalents	\$ 3,575,019	\$ 2,660,845
Accounts and Notes Receivable	605,584	357,221
Sales Tax Refunds Receivable	54,618	62,952
Contributions Receivable	148,920	164,357
Investments		
Real Estate	255,499	257,549
Pooled Assets	13,332,787	12,367,837
Non-pooled Assets	2,376,183	1,805,335
Student Loans - Affiliated (Net of Allowance for Uncollectibles of \$72,855 in 2004 and 2003)	139,931	140,918
Student Loans - Non-affiliated (Net of Allowance for Uncollectibles of \$52,547 in 2004 and 2003)	298,208	231,993
Inventories	57,230	71,126
Prepaid Expenses	100,505	133,723
Cash Surrender Value of Life Insurance	370,206	418,104
Land, Buildings, Equipment, Furniture and Fixtures, and Construction in Progress Net	<u>13,517,895</u>	<u>14,353,204</u>
Total Assets	\$ 34,832,585	\$ 33,025,164
Liabilities and Net Assets		
Liabilities		
Accounts Payable and Accrued Expenses	\$ 532,587	\$ 273,713
Annuities Payable	333,818	249,974
Deferred Revenue and Support	<u>197,130</u>	<u>203,678</u>
Total Liabilities	\$ 1,063,535	727,365
Net Assets		
Unrestricted		
Operating	(242,323)	(57,896)
Designated by Board of Trustees	10,210,495	7,877,499
Net Investment in Plant	13,517,895	14,353,204
Temporarily Restricted	4,394,823	4,184,485
Permanently Restricted	<u>5,888,160</u>	<u>5,940,507</u>
Net Assets	<u>33,769,050</u>	<u>32,297,799</u>
Total Liabilities and Net Assets	\$ 34,832,585	\$ 33,025,164

BAPTIST CHILDREN'S HOMES OF NORTH CAROLINA, INC.

STATEMENTS OF ACTIVITIES

Years Ended September 30, 2004 and 2003

		2004		
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenues, Gains, and Other Support				
Cooperative Missions Offering	\$ 1,696,118	-	-	\$ 1,696,118
Church Offerings (Including Thanksgiving)	2,799,069	117,751	-	2,916,820
Estate Gifts and Bequests	2,514,966	169,471	-	2,684,437
Other Gifts	2,435,257	476,633	92,179	3,004,069
Duke Endowment	50,000	200,000	-	250,000
Haywood County	241,828	-	-	241,828
Lenoir Group Homes	22,621	-	-	22,621
Buncombe County	-	-	-	-
Support Payments	3,050,669	-	-	3,050,669
Special Lunch Program	280,647	-	-	280,647
Child Development Center	483,981	-	-	483,981
After School Center	327,483	-	-	327,483
Half Day Care Center	80,360	-	-	80,360
Fleshman-Pratt Education Center	447,363	-	-	447,363
Maternity Care Fees	-	-	-	-
Developmentally Disabled Ministries	85,514	-	-	85,514
Smart Start	83,078	-	-	83,078
Endowment and Trust Fund Income	343,402	41,727	-	385,129
Investment Income	63,955	7,233	4	71,192
Miscellaneous	425,291	(3,764)	-	421,527
Rent Income	89,274	-	-	89,274
Net Realized Gains (Losses) on Property and Equipment	597,634	(2,510)	-	595,124
Net Realized Gains (Losses) on Investments	751,366	13,658	(9)	765,015
Net Unrealized Gains on Investments	626,474	85,163	-	711,637
Net Assets Released from Restrictions				
Restrictions Satisfied by Payments	<u>1,039,545</u>	<u>(895,024)</u>	<u>(144,521)</u>	-
Total Revenues, Gains, and Other Support	18,535,895	210,338	(52,347)	18,693,886

BAPTIST CHILDREN'S HOMES OF NORTH CAROLINA, INC.

STATEMENTS OF ACTIVITIES (cont'd)

		2004		
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Expenses				
Program Services				
Program and Service Administration	155,765	-	-	155,765
Half Day Care Center	85,886	-	-	85,886
After School Center	294,903	-	-	294,903
Child Development Center	580,788	-	-	580,788
Fleshman-Pratt Education Center	794,509	-	-	794,509
Marylene Noel	-	-	-	-
Runway for Success	2,621	-	-	2,621
Family Services Areas	1,956,754	-	-	1,956,754
Intake Services	179,782	-	-	179,782
Intense Family Preservation	1,511	-	-	1,511
Household	3,565,253	-	-	3,565,253
Food Services	472,859	-	-	472,859
Plant Maintenance	1,019,916	-	-	1,019,916
Motor Service	198,693	-	-	198,693
Physical Care	53,113	-	-	53,113
Recreation	291,956	-	-	291,956
Religious Activities	111,668	-	-	111,668
Education	132,179	-	-	132,179
Emergency Care	1,195,476	-	-	1,195,476
Family Duplexes	13,230	-	-	13,230
Maternity Care	8,398	-	-	8,398
Group Homes				
Moody Cottage	29,913	-	-	29,913
Drake Cottage	269,778	-	-	269,778
Care House	238,042	-	-	238,042
Noel Home	191,392	-	-	191,392
Buncombe County Project	393	-	-	393
Cameron Boys Camp	1,348,210	-	-	1,348,210
ACT Coalition's Fatherhood Initiative	542	-	-	542
Developmentally Disabled Ministries	597,170	-	-	597,170
Recreational Homes	46,730	-	-	46,730
Scholarships Awarded	176,480	-	-	176,480
Total Program Services	14,013,910	-	-	14,013,910
Management and General				
Administrative	962,436	-	-	962,436
Communications	392,877	-	-	392,877
Family Resource Center	248,960	-	-	248,960
Information Technology	504,545	-	-	504,545
Accreditation	250	-	-	250
Book Publications	16,479	-	-	16,479
Miscellaneous	390,995	-	-	390,995
Total Management and General	2,516,542	-	-	2,516,542
Fund-Raising				
Development	689,220	-	-	689,220
Capital Campaign	2,963	-	-	2,963
Total Fund-Raising	692,183	-	-	692,183
Total Expenses	17,222,635	-	-	17,222,635
Increase (Decrease) in Net Assets	\$ 1,313,260	\$ 210,338	\$ (52,347)	\$ 1,471,251

BAPTIST RETIREMENT HOMES OF NORTH CAROLINA, INCORPORATED

BALANCE SHEETS SEPTEMBER 30, 2004 AND 2003

	2004	2003
Assets		
Current Assets		
Cash and Cash Equivalents	\$ 3,095,955	\$ 4,205,290
Accounts Receivable, Net of Allowance for Doubtful Accounts \$102,196 in 2004; \$102,239 in 2003	968,757	830,744
Contributions Receivable	459,484	308,484
Prepaid Expenses and Other Current Assets	322,338	296,750
Assets Whose Use is Limited, Required for Current Liabilities	<u>1,255,939</u>	<u>1,258,476</u>
Total Current Assets	6,102,473	6,899,744
Assets Whose Use is Limited		
Internally Designated for Capital Development	1,397,246	2,424,949
Internally Designated for State Operating Reserve	4,450,159	4,343,900
Restricted Under Debt Agreements	<u>5,009,759</u>	<u>5,143,090</u>
	10,857,164	11,911,939
Investments, Deferred Costs and Other Assets		
Investments	7,600,724	5,962,252
Assets in Split Interest Agreements		
Charitable Remainder Trusts	1,122,962	809,031
Beneficial Interest in Perpetual Trust	3,752,609	3,388,492
Deferred Costs, Net of Accumulated Amortization of \$271,195 in 2004; \$164,050 in 2003	1,441,564	1,548,709
Other Assets	<u>498,919</u>	<u>406,820</u>
	14,416,778	12,115,304
Property and Equipment, Net	56,550,382	58,164,256
Total Assets	\$ 87,926,797	\$ 89,091,243
Liabilities and Net Assets		
Current Liabilities		
Current Maturities Of Long-Term Debt	\$ 3,614	\$ 6,194
Accounts Payable	564,164	336,010
Due to Broker, Unsettled Security Trades	-	1,189,214
Accrued Expenses	1,462,120	1,520,079
Accrued Employee Compensation	846,051	706,581
Other Current Liabilities	38,670	41,135
Current Portion of Obligation to Provide Future Services in Excess of Amounts Received or to be Received	22,000	72,000
Current Portion of Refundable Fees	<u>354,556</u>	<u>258,766</u>
Total Current Liabilities	3,291,175	4,129,979
Long-Term Debt, Less Current Maturities	46,970,229	48,108,851
Deferred Revenue and Other Liabilities		
Deferred Revenue from Advance Fees	10,101,598	9,320,156
Obligation to Provide Future Services, in Excess of Amounts Received or to be Received, Less Current Portion	170,200	263,000
Deposits on Occupied Units	5,028,341	<u>5,028,341</u>
	15,300,139	14,611,497
Total Liabilities	65,561,543	66,850,327
Net Assets		
Unrestricted	16,993,668	17,489,292
Temporarily Restricted	1,246,088	990,243
Permanently Restricted	<u>4,125,498</u>	<u>3,761,381</u>
Total Net Assets	22,365,254	22,240,916
Total Liabilities and Net Assets	\$ 87,926,797	\$ 89,091,243

BAPTIST RETIREMENT HOMES OF NORTH CAROLINA, INCORPORATED

STATEMENTS OF OPERATIONS AND CHANGES IN NET ASSETS

Years Ended September 30, 2004 and 2003

	2004	2003
Unrestricted Net Assets		
Revenues, Gains and Other Support		
Net Resident Service Revenue, Including Amortization of		
Deferred Revenue from Nonrefundable Advance Fees		
2004 \$1,315,813; 2003 \$1,267,576	17,706,448	\$ 16,229,234
Gifts, Including Gifts from Churches and Special Day Offerings	678,770	736,668
Contribution from Baptist State Convention	921,271	895,927
Income from Grants	218,700	97,525
Other	<u>307,929</u>	<u>265,491</u>
Total Revenues, Gains and Other Support	19,833,118	18,224,845
Operating Expenses		
Resident Care	8,188,799	7,633,072
Dietary	2,519,650	2,516,572
Maintenance and Housekeeping	3,127,740	2,931,226
General and Administrative	3,605,671	3,208,466
Depreciation	2,385,010	2,248,102
Interest	2,601,815	2,461,879
Preoperating Expenses for The Gardens of Taylor Glen	-	<u>24,038</u>
Total Operating Expenses	22,428,685	21,023,355
Decrease in Unrestricted Net Assets from Operations	(2,595,567)	(2,798,510)
Nonoperating Items		
Income from Estates and Trusts	926,865	939,087
Investment Income and Realized Gains	814,528	310,108
Gain (Loss) on Sale of Property and Equipment	5,000	(4,800)
Net Assets Released from Restrictions	58,481	8,500
Unrealized Gains on Investments	<u>295,069</u>	<u>823,602</u>
	<u>2,099,943</u>	<u>2,076,497</u>
Decrease in Unrestricted Net Assets	(495,624)	(722,013)
Temporarily Restricted Net Assets		
Contributions	395	12,065
Net Assets Released from Restrictions	(58,481)	(8,500)
Change in Value of Charitable Remainder Trusts	<u>313,931</u>	<u>(123,829)</u>
Increase (Decrease) in		
Temporarily Restricted Net Assets	<u>255,845</u>	<u>(120,264)</u>
Permanently Restricted Net Assets		
Change in Value of Beneficial Interest in Perpetual Trusts	<u>364,117</u>	<u>430,676</u>
Increase (Decrease) in Net Assets	124,338	(411,601)
Net Assets		
Beginning	<u>22,240,916</u>	<u>22,652,517</u>
Ending	\$ 22,365,254	\$ 22,240,916

BIBLICAL RECORDER, INCORPORATED

STATEMENTS OF FINANCIAL POSITION

December 31, 2003 and 2002

	2003	2002
Assets		
Current Assets		
Cash	\$ 83,086	\$ 31,313
Marketable Securities	122,645	97,117
Accounts Receivable - Trade	11,697	8,883
Accounts Receivable - Other	169	177
Prepaid Expense	<u>10,626</u>	<u>2,394</u>
Total Current Assets	228,223	139,884
Property and Equipment, Net	<u>62,649</u>	<u>59,851</u>
	\$ 290,872	\$ 199,735
Liabilities and Net Assets		
Current Liabilities		
Current Portion of Long-Term Debt	4,618	-
Current Portion of Obligation Under Capital Lease	224	-
Sales Tax Payable	2,470	1,972
Accrued Vacation	2,936	-
Security Deposit	938	938
Circulation Revenue Paid In Advance	131,938	97,966
Advertising Revenue Paid In Advance	<u>11,685</u>	<u>1,134</u>
Total Current Liabilities	\$ 154,809	\$ 102,010
Long-Term Debt, Less Current Portion	15,381	-
Obligation Under Capital Lease, Less Current Portion	<u>1,131</u>	-
Total Liabilities	\$ 171,321	\$ 102,010
Net Assets		
Unrestricted	<u>119,551</u>	<u>97,725</u>
	\$ 290,872	\$ 199,735

THE NC BAPTIST HOSPITALS, INCORPORATED AND AFFILIATES

COMBINED BALANCE SHEETS *(in thousands)*

	June 30, 2004	June 30, 2003
Assets		
Current Assets		
Cash and Cash Equivalents	\$ 46,803	\$ 29,200
Short-term Investments	50,814	45,274
Patient Accounts Receivable, Net of Allowance for Doubtful Accounts of \$34,636 in 2004 and \$25,394 in 2003	110,973	103,042
Estimated Third-party Payor Settlements	24,454	32,227
Other Current Assets	18,534	17,324
Due from Affiliates	4,119	3,503
Total Current Assets	255,697	230,570
Assets Whose Use is Limited		
Internally Designated for Capital Improvements	400,097	343,606
Internally Designated for Restricted Purposes	4,416	4,335
Held by Trustee	<u>11,755</u>	<u>60,170</u>
	416,268	408,111
Property, Plant and Equipment, Net	546,749	518,882
Other Assets		
Investments in and Advances to Joint Ventures	14,851	12,455
Other Assets	<u>35,498</u>	<u>36,708</u>
	50,349	49,163
	\$ 1,269,063	\$ 1,206,726
Liabilities and Net Assets		
Current Liabilities		
Accounts Payable	\$ 33,012	\$ 27,652
Accrued Employee Compensation	39,368	34,115
Accrued Interest Payable	2,115	2,966
Medical Claims Payable	146	380
Estimated Third-party Payor Settlements	8,652	9,419
Current Portion of Debt	8,265	8,048
Current Portion of Capital Lease Obligation	1,213	1,166
Other Liabilities	<u>24,562</u>	<u>23,255</u>
Total Current Liabilities	117,333	107,001
Long-term Debt, Net of Current Portion	372,594	380,859
Capital Lease Obligation, Net of Current Portion	1,318	281
Other Liabilities	23,672	36,320
Net Assets		
Unrestricted	750,717	678,884
Temporarily Restricted	1,561	1,630
Permanently Restricted	<u>1,868</u>	<u>1,751</u>
Total Net Assets	754,146	682,265
Total Liabilities and Net Assets	\$ 1,269,063	\$ 1,206,726

THE NC BAPTIST HOSPITALS, INCORPORATED AND AFFILIATES

COMBINED STATEMENTS OF OPERATIONS AND CHANGES IN NET ASSETS *(in thousands)*

Year ended June 30

	2004	2003
Unrestricted Revenues and Other Support		
Net Patient Service Revenue	\$ 772,599	\$ 701,424
Other Revenue	<u>25,802</u>	<u>26,589</u>
Total Unrestricted Revenues and Other Support	798,401	728,013
Operating Expenses		
Salaries and Wages	327,544	305,675
Employee Benefits	71,450	55,441
Medical Fees	29,972	27,945
Materials, Supplies and Other	242,600	227,736
Financing Costs	8,112	9,774
Depreciation and Amortization	66,738	57,816
Provision for Bad Debts	<u>39,431</u>	<u>44,236</u>
Total operating expenses	785,847	728,623
Income (Loss) from Continuing Operations	12,554	(610)
Non-operating Gains (Losses)		
Investment income (Loss)	20,282	(3,000)
Income (Loss) from Affiliates Accounted for on the Equity Method	2,741	2,438
Loss on debt refunding	-	(3,363)
Other	<u>1,881</u>	<u>(2,724)</u>
Total non-operating gains (losses)	24,904	(6,649)
Excess (deficiency) of Revenues and Gains over Expenses and Losses from Continuing Operations	37,458	(7,259)
Gain from Discontinued Operations	<u>837</u>	<u>5,231</u>
Excess (deficiency) of Revenues and Gains over Expenses and Losses	38,295	2,028
Land and Equipment Donations and Other Transfers	(37)	32
Change in Net Unrealized Gains on Other Than Trading Securities	20,955	16,389
Change in value of 2002 interest rate swap	<u>12,620</u>	<u>9,884</u>
Increase (Decrease) in Unrestricted Net Assets	71,833	4,509
Other Change in Net Assets		
Temporarily restricted	(69)	(396)
Permanently restricted	<u>117</u>	<u>586</u>
Increase (Decrease) in Net Assets	71,881	4,699
Net Assets, Beginning of Year	682,265	677,566
Net Assets, End of Year	\$ 754,146	\$ 682,265

THE NC BAPTIST HOSPITALS, INCORPORATED AND AFFILIATES

COMBINED STATEMENTS OF CASH FLOWS *(in thousands)*

Year ended June 30

	2004	2003
Operating Activities and Gains and Losses		
Increase in Net Assets	\$ 71,881	\$ 4,699
Adjustments to Reconcile Increase in Net Assets to Net Cash Provided by Operating Activities and Gains and Losses:		
Depreciation and Amortization	66,738	57,816
(Increase) Decrease in Interest Rate Swaps	(15,556)	11,242
Provision for Bad Debts	39,431	44,236
Income from Affiliates Accounted for on the Equity Method	(2,741)	(2,438)
Gain from Discontinues Operations	(837)	(5,231)
Loss on Disposal of Assets	1,692	63
Land and Equipment Donations	(17)	73
Change in Net Unrealized Gains and Losses on Other than Trading Securities	(20,955)	(16,389)
Changes in Operating Assets and Liabilities	<u>(23,404)</u>	<u>(89,459)</u>
Net Cash Provided by Operating Activities and Gains and Losses	116,232	4,612
Investing Activities		
(Increase) Decrease in Short-term Investments	(5,459)	(14,338)
(Increase) Decrease in Assets Whose Use is Limited:		
Internally Designated for Capital Improvements	(35,617)	(8,326)
Internally Designated for Restricted Purposes	(81)	(1,282)
Held by Trustee	48,415	(58,837)
Additions to Property, Plant and Equipment	(96,493)	(92,426)
Proceeds from Sale of Assets	213	14
Net Change in Investments in and Advances to Joint Ventures	314	1,194
Net Cash used in Investing Activities	(88,677)	(128,673)
Financing Activities		
Proceeds on Long-term Debt	-	162,400
Refunding of Long-term Debt	-	(61,428)
Principal payments on Long-term Debt	(8,048)	(3,233)
Principal Payments, Capital Lease Obligation	<u>(1,904)</u>	<u>(2,112)</u>
Net Cash (Used in) Provided by Financing Activities	<u>(9,952)</u>	<u>95,627</u>
Increase (Decrease) in Cash and Cash Equivalents	17,603	(28,434)
Cash and Cash Equivalents at Beginning of Year	<u>29,200</u>	<u>57,634</u>
Cash and Cash Equivalents at End of Year	\$ 46,803	\$ 29,200

THE NC COLLEGES AND UNIVERSITIES

CAMPBELL UNIVERSITY, INC., BUIES CREEK, NORTH CAROLINA

STATEMENT OF REVENUE AND EXPENDITURES

Year Ended: May 31, 2004

		2004		
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenues				
Student Tuition and Fees	\$ 58,622,735	-	-	\$ 58,622,735
Less: Student Aid	<u>(24,816,388)</u>	-	-	<u>(24,816,388)</u>
Net Student Tuition and Fees	33,806,347	-	-	33,806,347
Government Sponsored Student Aid and Work Study Programs	11,328,929	-	-	11,328,929
Auxiliary Enterprises	14,378,395	-	-	14,378,395
Investment Income, Less Investment Expenses (\$245,796)	549,996	6,059,972	3,521,849	10,131,817
Gifts	3,095,597	5,666,825	2,327,526	11,089,948
Other	<u>4,177,120</u>	-	-	<u>4,177,120</u>
	67,336,384	11,726,797	5,849,375	84,912,556
Net Assets Released from Restrictions	<u>6,250,614</u>	<u>(6,250,614)</u>	-	-
	73,586,998	5,476,183	5,849,375	84,912,556
Expenditures				
Instructional	26,938,787	-	-	26,938,787
General Administration	10,954,330	-	-	10,954,330
Physical Plant	4,486,482	-	-	4,486,482
Auxiliary Enterprises	11,839,197	-	-	11,839,197
Annuities	921,631	-	-	921,631
Other	<u>10,828,825</u>	-	-	<u>10,828,825</u>
	65,969,252	-	-	65,969,252
Change in Net Assets	7,617,746	5,476,183	5,849,375	18,943,304
Net Assets at Beginning of Year (As Restated)	<u>79,255,325</u>	<u>39,265,250</u>	<u>42,239,338</u>	<u>160,759,913</u>
Net Assets at End of Year	86,873,071	44,741,433	48,088,713	179,703,217

CHOWAN COLLEGE, MURFREESBORO, NORTH CAROLINA

STATEMENT OF REVENUE AND EXPENDITURES

Year Ended: May 31, 2004

		<u>2004</u>		
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenues, Gains, and Other Support				
Tuition and Fees	\$ 9,544,029	-	-	\$ 9,544,029
Less Scholarship Allowances				
Institutional	2,984,498	-	-	2,984,498
Endowed	148,788	-	-	148,788
Federal and State	544,904	-	-	544,904
	<u>3,678,190</u>	-	-	<u>3,678,190</u>
Net Tuition and Fees	5,865,839	-	-	5,865,839
Auxiliary Enterprises	3,075,507	-	-	3,075,507
Federal and State Grants	1,086,913	-	-	1,086,913
Private Gifts and Grants	1,303,412	502,892	679,953	2,486,257
Investment Income	589,952	672,944	168,903	1,431,799
Change in Value of Split-Interest Agreements	-	-	166,167	166,167
Other Income	<u>274,785</u>	-	-	<u>274,785</u>
Total Revenue and Gains	12,196,408	1,175,836	1,015,023	14,387,267
Net Assets Released From Donor Restrictions	<u>363,134</u>	<u>(363,134)</u>	-	-
Total Revenue, Gains, and Other Support	12,559,542	812,702	1,015,023	14,387,267
Expenses				
Educational and General				
Instructional	3,149,209	-	-	3,149,209
Institutional Support	2,444,536	-	-	2,444,536
Academic Support	780,949	-	-	780,949
Student Services	3,035,301	-	-	3,035,301
Total Educational and General Expenses	9,409,995	-	-	9,409,995
Auxiliary Enterprises	2,317,607	-	-	2,317,607
Fundraising	239,322	-	-	239,322
Other	<u>10,741</u>	-	-	<u>10,741</u>
Total Expenses	11,977,665	-	-	11,977,665
Change in Net Assets	581,877	812,702	1,015,023	2,409,602
Net Assets				
Beginning	6,118,037	1,189,376	13,921,851	21,229,264
Ending	6,699,914	2,002,078	14,936,874	23,638,866

GARDNER-WEBB UNIVERSITY, INC., BOILING SPRINGS, NORTH CAROLINA

STATEMENT OF REVENUE AND EXPENDITURES

Year Ended: June 30, 2004

Revenues

Tuition and Fees	30,523,633
Less: Tuition Discounts	<u>(7,794,735)</u>
Net Tuition and Fees	22,728,898
Auxiliary Enterprises	8,500,137
Federal Grants for Student Aid	419,334
State Grants for Student Aid	1,985,275
Gifts and Bequests	3,732,055
Investment Return	4,451,397

Loss on Sale of Real Estate	(26,513)
Interest on Loans Receivable	99,531
Other Income	<u>1,109,225</u>
Total Revenues	42,999,339
Loan Cancellations and Loss Provision	(311,676)
Present Value Adjustments to Annuities	9,260
Net Assets Released From Restriction	-
	<u>42,696,923</u>
Expenses	
Instructional	14,249,420
Academic Support	1,663,898
Student Services	7,518,028
Student Aid	2,808,925
Institutional Support	4,978,430
Fundraising	1,321,483
Auxiliary Enterprises	<u>6,197,181</u>
Total Expenses	<u>38,737,365</u>
Transfers Within Unrestricted Net Assets	
Mandatory Transfers For External Debt Service	-
Student Loan Matching Requirement	-
Unrestricted Gifts Allocated	-
Other Miscellaneous Nonmandatory Transfers	-
Property, Plant and Equipment Acquisitions	-
Total Transfers	-
Change in Fair Market Value of Derivative	<u>503,107</u>
Increase (decrease) in net assets	4,462,665
Beginning Net Assets	<u>49,763,759</u>
Ending Net Assets	<u>54,226,424</u>

MARS HILL COLLEGE, MARS HILL, NORTH CAROLINA

STATEMENT OF REVENUE AND EXPENDITURES

Year Ended: May 31, 2004

		2004		
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenues, Gains, and Other Support				
Tuition and Fees	\$ 15,492,878	-	-	\$ 15,492,878
Less Tuition Discounts	<u>(4,743,171)</u>	-	-	<u>(4,743,171)</u>
Net Tuition and Fees	10,749,707	-	-	10,749,707
State and Federal Grants, Including Indirect Costs and Fringe Benefits	-	1,573,072	-	1,573,072
Auxiliary Enterprises Revenue	5,289,240	-	-	5,289,240
Private Gifts	4,372,134	4,773,197	811,640	9,956,971
Investment Income	517,162	1,494,246	105,135	2,116,543
Change in Value of Split-Interest Agreements	(8,688)	(37,447)	(135,048)	(181,183)
Other Income	<u>306,874</u>	<u>1,915</u>	-	<u>308,789</u>
	21,226,429	7,804,983	781,727	29,813,139
Net Assets Released From Program Restriction	<u>3,720,635</u>	<u>(3,720,635)</u>		
Total Revenues, Gains, and Other Support	24,947,064	4,084,348	781,727	29,813,139
Expenses and Losses				
Educational and General				
Instruction	6,229,988	-	-	6,229,988
Academic Support	513,038	-	-	513,038
Public Service	335,142	-	-	335,142
Student Services	1,077,514	-	-	1,077,514
Institutional Support	5,923,096	-	-	5,923,096
Plant Operation and Maintenance	2,387,077	-	-	2,387,077
Scholarships and Fellowship	<u>1,468,531</u>	-	-	<u>1,468,531</u>
Total Educational and General	17,934,386	-	-	17,934,386
Other Expenses				
Auxiliary Enterprises	3,714,516	-	-	3,714,516
Bad Debt Expense	760,750	-	-	760,750
Loss in Valuation of Restricted Pledges Receivable	-	-	840,311	840,311
Depreciation and Amortization Expense	1,259,661	-	-	1,259,661
Other Expenses	<u>263,343</u>	-	-	<u>263,343</u>
Total Other Expenses	<u>5,998,270</u>	-	<u>840,311</u>	<u>6,838,581</u>
Total Expenses	23,932,656	-	840,311	24,772,967
Change in Net Assets	1,014,408	4,084,348	(58,584)	5,040,172
Beginning	<u>9,401,289</u>	<u>3,680,664</u>	<u>28,006,319</u>	<u>41,088,272</u>
Ending	10,415,697	7,765,012	27,947,735	46,128,444

WINGATE UNIVERSITY, INCORPORATED, WINGATE, NORTH CAROLINA

STATEMENT OF REVENUE AND EXPENDITURES

Year Ended: May 31, 2003

		2003		
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Operating Revenues and Gains				
Tuition and Fees, Net of \$8,610,760 Discount	\$ 9,679,971	-	-	\$ 9,679,971
Sales and Services of Auxiliary Enterprises	7,316,467	-	-	7,316,467
State and Federal Grants	-	898,104	-	898,104
Private Gifts and Trust Income	1,867,003	1,892,052	282,697	4,041,752
Investment Return Under Spending Rate Policy	224,675	822,400	-	1,047,075
Change in Value of Split-Interest Agreements	-	206,032	-	206,032
Other Income, Net	344,490	602,808	-	947,298
Net Assets Released from Restrictions	<u>4,267,946</u>	<u>(4,267,946)</u>	-	-
Operating Revenues and Gains	23,700,552	153,450	282,697	24,136,699
Operating Expenses				
Instruction	6,936,696	-	-	6,936,696
Academic Support	1,314,064	-	-	1,314,064
Student Services	4,461,981	-	-	4,461,981
Institutional Support	5,073,196	-	-	5,073,196
Auxiliary Enterprise Expenditures	3,686,215	-	-	3,686,215
Operation and Plant Maintenance	<u>1,804,570</u>	-	-	<u>1,804,570</u>
Total Operating Expenses	<u>23,276,722</u>	-	-	<u>23,276,722</u>
Operating Revenues and Gains Over Expenses	423,830	153,450	282,697	859,977
Other Changes				
Deficiency of Actual Investment Return Over Spending Rate Policy	(315,087)	(1,681,632)	(49,544)	(2,046,263)
Loss on Interest Rate Swap Agreements	(868,410)	-	-	(868,410)
Change in Net Assets of Wingate University Foundation	(253,808)	(1,015,495)	(648,039)	(1,917,342)
Transfer from Wingate University Foundation	<u>1,088,342</u>	<u>248,303</u>	<u>650,123</u>	<u>1,986,768</u>
Change in Net Assets	74,867	(2,295,374)	235,237	(1,985,270)
Net Assets, Beginning of Year	<u>26,278,052</u>	<u>9,210,009</u>	<u>13,192,377</u>	<u>48,680,438</u>
Net Assets, End of Year	26,352,919	6,914,635	13,427,614	46,695,168

NORTH CAROLINA BAPTIST ASSOCIATIONS AND REGIONS



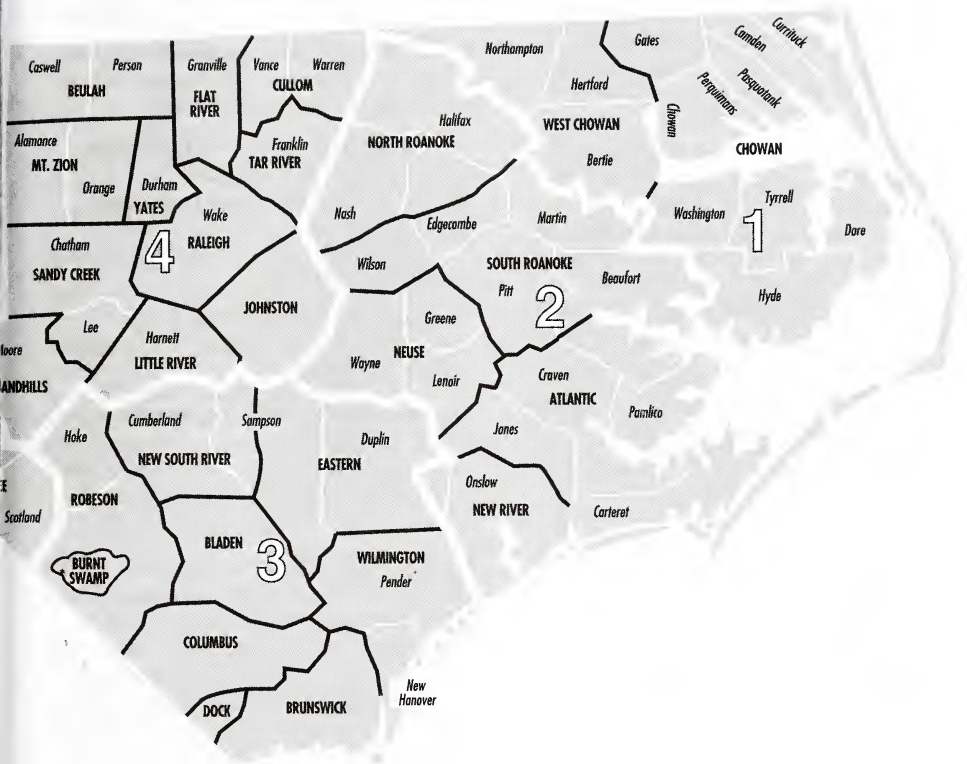
Narrow White Lines indicate counties

Wide White Lines indicate regions

Black Lines indicate associations

* **Burnt Swamp Association** includes churches in the following counties: Columbus, Cumberland, Dillon (S.C.), Hoke, Robeson, Sampson and Warren.

** **United Association** includes churches in Mecklenburg County.



GENERAL BOARD REPORT

The General Board has the responsibility of acting on behalf of the Convention when the Convention is not in session. Matters that affect the direction of and enhancement of the mission causes and ministry endeavors of North Carolina Baptists are the responsibility of the General Board. The General Board meets three times annually and is composed of North Carolina Baptists from the Convention regions of the state.

The Executive Committee has the responsibility of acting on behalf of the General Board and the Convention when neither is in session. The Executive Committee handles the administrative, personnel, and business actions of the Convention and reports to the General Board and the Convention its actions and recommendations. The Executive Committee meets monthly (except June and October) and is composed of the General Board Committee chairs, the Presidents of the Councils, four at-large members from the General Board, the President of Baptist Men, the President of Woman's Missionary Union, the Budget Committee Chair, and the President of the Associational Missions Conference.

General Board Committee Chairmen/Presidents

The following were elected Chairpersons/ Presidents by the Committees and the Councils of the General Board:

Business Services: J. Ronald Hester; *Congregational Services:* Randy A. Bishop; *Convention Relationships:* H. LeRoy Burke; *Mission Growth Evangelism:* Craig Hamlin; *Resource Development and Promotion:* George E. Smith; *Strategic Initiatives and Planning:* Terry W. Brooks; *Council on Christian Higher Education:* Clella A. Lee; *Council on Christian Life and Public Affairs:* Jane Eskew; *Council on Christian Social Services:* Marvin L. Gold.

General Board Committee Appointments

Budget Committee

General Board: H. LeRoy Burke (2006), chair; Dan L. Gray (2004), Julia S. Ledford (2005); *Executive Committee:* Terry W. Brooks (2004), Randy A. Bishop (2005), Donald L. Warren (2006); *At-Large:* Lucille Yancey (2004), Clinton; Keith Dixon (2005), Shelby; Randy White (2006), Fayetteville.

Committee on Resolutions

General Board: James A. Harrington, W. Gary McCollough, Mary Ann Sides; *Executive Committee:* Jim Burchette, Wanda Dellinger.

Constitution & By Laws Committee

Executive Committee: Coy C. Privette, chair; Marvin L. Gold, Clella A. Lee; *General Board:* Samuel T. Currin, Wayne Hager, Nathan Parrish; *At-Large:* Richard Laws, Gastonia; Steve Mangum, Mooresville; Misa B. Raynor, Belhaven.

Special Services Rendered Committee

Executive Committee: Jane Eskew, chair; Terry W. Brooks; J. Ronald Hester; JoAnn B. Sanderson; *General Board:* M. Douglas James, David J. MacEachern; *At-Large:* Hugh O'Shields, Durham; Frank Norwood, Matthews.

Fruitland Nominating Committee

JoAnn B. Sanderson, chair; Jake J. Thornhill, Jr. and Donald L. Warren.

Fruitland Baptist Bible Institute's Board of Advisors

Alumni: Dale Brooks, Sr. and Allen Davis (2006 unexpired term of Walter L. Ponder); *General Board:* Ed Yount; and *At-Large:* Fred Pittillo.

Convention Matters

The General Board approved the following recommendations:

• Committee on Enrollment

Jerry Durmire, chairman (Sulphur Springs Church, Hiddenite); Terry Tucker (Mountain Road Church, Statesville); Jo Ann Peele (Calvary Church, Durham); Ray Talley (Etowah Church, Etowah); Maurice Cook (Forest Hills Church, Raleigh); Michael Waters (Green Meadows Church, Mocksville; Advance); Terry Larsen (Calvary Church, McLeansville; Greensboro); Dan Craver (Pritchard Memorial Church, Charlotte); Dwight Sechrist (Fancy Gap Church, Mt. Airy).

• Committee on Committees

Michael Barrett, chairman (Pleasant Garden Church, Pleasant Garden, Region 5); Bob Mizelle (Askewville Church, Windsor, Region 1); Leon Hawks (Cross Pointe Church, Kannapolis, Region 6); Keith Stephenson (Second Church, Rutherfordton, Region 8); Kevin Bennett (Mountain View Church, Black Mountain, Region 9); Pat Kilby (Adamsville Church, Goldsboro, Region 2); Sandra James (Sylva First Church, Whittier, Region 10); Jeff King (Iotla Church, Franklin, Region 10); Patrick Williams (Bogue Banks Church, Atlantic Beach, Region 2); Steve Hardy (Calvary

Church, Clemmons, Region 5); Ted Stone (Grace Church, Durham, Region 4); Timmy Blair (Piney Grove Chapel Church, Angier, Region 4); Jim Loftis (Rankin Lake Church, Dallas, Region 8); Terry White (Dobson First Church, Dobson, Region 7); Donna Astle (Riegelwood Church, Whiteville, Region 3).

Recommendations approved from the Committee on Nominations:

Joe Miller (to fill the 2005 unexpired term of Tim Cannon on the Board of Trustees for the Baptist Children's Homes); Hayden James (to fill the 2006 unexpired term of Ed Vick on the Board of Trustees for Gardner-Webb University); Dixon Free, Jr. (to fill the 2006 unexpired term of Grady Faulk on the Board of Trustees for Wingate University); Dan Wortman (to fill the 2004 unexpired term of David Wellborn on the General Board), Region 7; Ken Boaz (to fill the 2004 unexpired term of Roy Dobyns on the General Board), region 7; Charles Ledford (to fill the 2007 unexpired term of Michael D. Smith on the General Board) region 9; Harvey Sharpe (to fill the 2006 unexpired term of Patricia Roberts), Region 9; and John Tagliarini (to fill the 2005 unexpired term of Jim Dean on the General Board), region 10

Other committee recommendations approved:

Nancy McLean (to fill the 2005 unexpired term of Jack Porter on the Historical Committee), Raleigh, Raleigh Association, Tabernacle Church, layperson, female; Cathy Guyer (to fill the 2004 unexpired term of Doris Waldroup on the Committee on Nominations), Newton, Theron Rankin Association, East First Street Church (u), layperson, female; Rodney Navey (to fill the 2005 unexpired term of Grady Faulk on the Committee on Nominations), Monroe, Union Association, Ebenezer Church (o), pastor.

The General Board unanimously approved a recommendation to adopt Articles of Incorporation and Bylaws with all resolutions pertaining to move forward with incorporation of the Baptist State Convention of North Carolina.

The General Board unanimously approved recommended changes to the 2005 budget and affirmed the four (4) giving plans as currently structured.

Partnership Missions

- The Baptist State Convention of North Carolina has been asked to enter partnership agreements with the Hawaii Pacific Baptist Convention and the Wyoming Southern Baptist Convention.

- This past year there were over 1,500 volunteers who served in Alaska, 55 volunteers in Malaysia/Singapore, over 100 volunteers in Cuba, 600 volunteers in New York, and over 700 volunteers in Honduras.
- North Carolina Baptists served disaster victims from the Outer Banks to the Smoky Mountains as well as in Alabama, Florida, South Carolina, and West Virginia.

Total location responses – 10
Meals prepared – 164,996
Work requests completed – 898
Volunteer days – 9,678
Showers – 8,478
Laundry – 1,022 loads
Children cared for – 25
Water purified – 1,520 gallons
Disaster volunteers trained this year – 813

- Over 5,000 health kits were collected and shipped to the people of Iraq.

Personnel Matters

- Dr. James Christopher "Chris" Schofield was employed as Senior Consultant for Prayer Evangelism Strategies.
- Glenn E. Harder was employed as Executive Group Leader for the Business Services Group.
- The contract employment of David Russell Conley as a second Field Consultant for Pursuing Vital Ministry was approved for a period of six months, with an option to renew.
- Job descriptions for Comptroller/Auditor, held by Robert Simons, and the Accounting Services Technician/Benefits Assistant, held by Sheila Duncan, were revised to more accurately reflect their duties and responsibilities.
- Approved changes were made within the Resource Development and Promotion Group, and Norman Jameson was employed as Executive Group Leader for the group.
- As a direct result of the changes within the Resource Development and Promotion group, John Roberson's job description was revised to reflect his duties and responsibilities in assuming the position of Executive Group Leader for the Convention Relationships Group.
- Revised job descriptions for Larry Phillips, John Jones and Sei Hun Kim in the Multi-Cultural Leadership Team were approved.
- Salary adjustments and reclassification of several General Board staff members, as recommended by the Executive Leadership Team, were approved to reflect added job responsibilities resulting from staff downsizing.

- Suzanne Reece was employed as Program Director for Camp Mundo Vista.
- A revised job description and reclassification for Barbara Bowen, Accounting Coordinator, was approved.
- A classification change made in the area of Human Resources was approved and Linda Hudson was employed in that position.
- A position description for administrative assistant to the group leader for Public Relations and Resource Development was approved.
- Salary adjustments and reclassification of several General Board staff members were approved.
- Approval was given to contract with a Human Resources consultant to review and make recommendations regarding staff classification, structure and salary ranges.
- Lynn Sasser was promoted to fill the position of Executive Group Leader for the Congregational Services Group.
- Mike Creswell was employed as Cooperative Program Missions Giving Senior Consultant.
- Ken Kessler was employed as Senior Consultant for Associational Partnerships and Senior Coach for Lake Hickory Learning Communities.
- Approval was given to revise and update the fleet vehicle policy.
- Funding was approved for a one-time catch up for forty-two General Board staff currently in the transitional period between their dates of employment and the date of expiration of the two-year waiting period for eligibility to receive a 10% match in the Annuity Plan, thus bringing all General Board staff under the Annuity Plan.
- A timber management proposal for Caraway that included development of a forest stewardship plan, addressing environmental issues and prepared by a certified forester qualified to write such a plan, was approved.
- A recommendation from the Convention trustees was approved to designate Glenn Harder, in his capacity as Business Officer, to continue the practice of signing cancellations of deeds of trust, promissory notes and church loans.
- Approval was given to proceed with a publishing venture between the General Board staff and the Christian Board of Publication.
- Property transfers were approved as follows: a) two pieces of property located in High Point, received from the Ethel Murray estate, were transferred to the Central Triad Baptist Association; and b) ownership and certificates of title for five modular units were transferred to those churches and associations that were presently using them.
- A recommendation from the Business Services Committee was approved to employ the firm of C. DeWitt Foard & Company, P.A. of Charlotte, to audit the financial records of the Convention for 2003, at a cost not to exceed \$20,000.

Financial

- The Baptist State Convention of NC in November 2003 approved a two-year budget for 2004-2005. Approved goals for the 2005 budget were for a North Carolina Ministries Budget of \$24,685,938, a Cooperative Program Missions Giving Budget of \$35,675,000 and a North Carolina Missions Offering goal of \$2,360,930. The Budget Committee, in reviewing the 2005 Budget, proposed two minor changes to the 2005 NCMO budget, for a total increase of \$67,836. Those changes, approved by the General Board, are as follows:
 - Increase the budget for North Carolina Baptist Men by \$37,057 to cover salary for the Medical/Dental staff person (inadvertently omitted from the 2004-2005 budget) and to cover an upgrade in the Disaster Relief/ Volunteer Coordinator position;
 - Increase the Woman's Missionary Union budget by \$30,779, due to an upgrade in the Program Director Mundo Vista position and the decrease in cost in the Language Coordinator position as it becomes part-time.

Recommendations

Hawaii Pacific Baptist Convention Partnership

The General Board recommends that North Carolina Baptists enter a three-year partnership with the Hawaii Pacific Baptist Convention for the purpose of completing mutually agreed upon mission projects that will strengthen and encourage each of the partners. The partnership would begin on January 1, 2005 and conclude on December 31, 2007.

Wyoming Southern Baptist Convention Partnership

The General Board recommends that North Carolina Baptists enter a three-year partnership with the Wyoming Southern Baptist Convention

for the purpose of completing mutually agreed upon mission projects that will strengthen and encourage each of the partners. The partnership would begin on January 1, 2005 and conclude on December 31, 2007.

Trustees of the Convention

The General Board recommends the names of Gerald Arnold, Raleigh; John Webb, Wilson; and Wayne Stevenson, Raleigh; as Trustees for the Baptist State Convention of North Carolina for the year 2005.

Incorporation of the Convention

- The General Board recommends that the Executive Director-Treasurer as incorporator be authorized to file the Articles of Incorporation with the North Carolina Secretary of State.
- The General Board recommends that the members of the Convention acting as an incorporated entity adopt the following resolutions:
 - Ratification of the formation of the corporation;
 - Election of committee, officers and directors;
 - Designation of additional individuals covered by indemnification;
 - Contribution Agreement with Association;
 - Merger with the Trustees of the Baptist State Convention of North Carolina, Incorporated;
 - Tax exempt status; and
 - Implementation.

- The General Board recommends that the messengers of the Convention acting as an unincorporated association adopt the following resolutions;
 - Contribution Agreement; and
 - Implementation.
- By adopting these resolutions the Convention will approve the:
 - Articles of Incorporation;
 - Bylaws;
 - Contribution Agreement;
 - Plan of Merger; and
 - Articles of Merger.

2004-2005 Mission & Ministry Budget

The General Board recommends two minor changes to the 2005 North Carolina Missions Offering budget that was approved in November 2003, for a total increase of \$67,836. Those changes are as follows:

- Increase the budget for North Carolina Baptist Men by \$37,057 to cover salary for the Medical/Dental staff person (inadvertently omitted from the 2004-2005 budget) and to cover an upgrade in the Disaster Relief/Volunteer Coordinator position;
- Increase the Woman's Missionary Union budget by \$30,779, due to an upgrade in the Program Director Mundo Vista position and the decrease in cost in the Language Coordinator position as it becomes part-time.

*John Butler, President of the General Board
Chairman, Executive Committee*

2005 BUDGET

THE 2005 COOPERATIVE PROGRAM MISSIONS GIVING BUDGET SUMMARY

Cooperative Program Missions Giving Budget	\$ 35,675,000
North Carolina Missions Offering Goal	\$ 2,428,766
Partnership Missions	\$ 428,533

**Cooperative Program Missions
Giving Budget Line Items**

Christian Higher Education

	<u>Budgeted Amt.</u>	<u>Plan A%</u>	<u>Plan B%</u>	<u>Plan C%</u>	<u>Plan D%</u>
Campbell University	\$ 728,170	2.04	2.04	2.04	1.50
Chowan College	\$ 728,170	2.04	2.04	2.04	1.50
Gardner-Webb University	\$ 728,170	2.04	2.04	2.04	1.50
Mars Hill College	\$ 728,170	2.04	2.04	2.04	1.50
Wingate University	\$ 728,170	2.04	2.04	2.04	1.50
Enrollment Formula based on on-campus full time equivalent enrollment	<u>\$ 1,200,980</u>	<u>3.37</u>	<u>3.37</u>	<u>3.37</u>	<u>2.48</u>
Sub total	\$ 4,841,830	13.57	13.57	13.57	9.98

Council Operations	\$ 64,750	0.18	0.18	0.18	0.13
Total Christian Higher Education	\$ 4,906,580	13.75	13.75	13.75	10.11
Christian Social Services					
Baptist Children's Homes of NC	\$ 1,518,300	4.26	4.26	4.26	3.13
Baptist Children's Homes of NC (DDM Program)	\$ 199,500	0.56	0.56	0.56	0.41
Baptist Retirement Homes of NC	\$ 938,500	2.63	2.63	2.63	1.93
NC Baptist Hospitals (School of Pastoral Care)	\$ 721,100	2.02	2.02	2.02	1.49
Total Christian Social Services	\$ 3,377,400	9.47	9.47	9.47	6.96
Agencies					
Biblical Recorder	\$ 415,325	1.17	1.17	1.17	0.86
NC Baptist Foundation	\$ 108,550	0.30	0.30	0.30	0.22
Total Agencies	\$ 523,875	1.47	1.47	1.47	1.08
Convention and General Board					
Convention and General Board Expenses	\$ 3,072,466	8.61	8.61	8.61	6.33
Fruitland Baptist Bible Institute	\$ 380,000	1.07	1.07	1.07	0.79
Total Convention and General Board	\$ 3,452,466	9.68	9.68	9.68	7.12
General Board Groups					
Admin – Conv Relationships and Budget (includes Hollifield Leadership Center)	\$ 1,520,901	4.27	4.27	4.27	3.14
Business Services	\$ 1,413,156	3.96	3.96	3.96	2.91
Congregational Services	\$ 2,041,634	5.72	5.72	5.72	4.21
Mission Growth Evangelism	\$ 2,879,698	6.87	6.87	6.87	5.05
Resource Development and Promotion	\$ 980,340	2.75	2.75	2.75	2.02
Strategic Initiatives and Planning	\$ 461,247	1.29	1.29	1.29	0.95
Total General Board Groups	\$ 9,296,976	24.86	24.86	24.86	18.28
Convention Special					
Campus Ministries Maintenance Reserve	\$ 50,000	0.14	0.14	0.14	0.10
Scholarships – NC Baptist Students attending NC Baptist Colleges/Universities	\$ 1,200,000	3.36	3.36	3.36	2.47
Christian Action League, Programs of work	\$ 10,000	0.03	0.03	0.03	0.02
Baptist World Alliance	\$ 10,000	0.03	0.03	0.03	0.02
Ministers Emergency Reserve	\$ 125,000	0.35	0.35	0.35	0.26
Total Convention Special	\$ 1,395,000	3.91	3.91	3.91	2.87
Total Ministerial and Non-Ministerial					
Expanded Annuity Reserve	\$ 1,733,641	4.86	4.86	4.86	3.58
Total North Carolina Ministries	\$ 24,685,938	68.00	68.00	68.00	50.00
Southern Baptist Convention		32.00	10.00	0.00	32.00
Global Missions-CBF		0.00	0.00	10.00	0.00
Theological Education in NC Baptist					
Colleges/Universities		0.00	10.90	10.90	0.00
Fruitland		0.00	0.00	0.00	5.00
Special Missions					
International Mission Partnerships		0.00	5.00	5.00	6.00
North Carolina home Missions Projects		0.00	3.00	3.00	6.50
Theological Education in Non-SBC and Non-NC Baptist schools		0.00	0.75	0.75	0.00
Baptist World Alliance		0.00	0.4625	0.4625	0.00
Baptist Joint Committee on Public Affairs		0.00	0.4625	0.4625	0.00
Associated Baptist Press		0.00	0.4625	0.4625	0.00
Baptist Center for Ethics		0.00	0.4625	0.4625	0.00
Total Special Missions		0.00	10.60	10.60	12.50
SBC Annuity Board Adopt-An-Annuitant (NC Pastors)		0.00	0.50	0.50	0.50
Total All	\$ 35,675,000	100.00	100.00	100.00	100.00

2005 NORTH CAROLINA MISSIONS OFFERING

2005 Goal: \$2,428,766

Ministry

	Proposed 2005 Budget
Assoc. Development & Regional Resources	\$ 45,500
Pursuing Vital Ministry	\$ 40,000
Business Services — Truett Camp Ministry	\$ 14,780
Congregational Services	\$ 67,600
Mission Growth Evangelism (Includes Church Planting)	\$ 508,005
Resource Dev. And Promotion (Mandate)	\$ 5,934
Strategic Initiatives and Planning	<u>\$ 11,868</u>
Subtotal General Board Groups	\$ 693,687

Associational Projects	\$ 203,569
North Carolina Baptist Men	\$ 627,181
Woman's Missionary Union	\$ 807,429
Promotion	<u>\$ 96,900</u>
Total	\$ 2,428,766

Note: NCMO provides the total operating budget for Woman's Missionary Union and North Carolina Baptist Men.

ADMINISTRATION



Administration has responsibility for general operation of and relations with the overall convention, the officers and committees of the convention, as well as the General Board, its Executive Committee, and other committees.

Relationships with the agencies, institutions, and auxiliaries also are a major focus for Administration, coordinated by the newly restructured Convention Relations Group. Administration has the responsibility for General Board staff supervision and work coordination.

Certain specific programs of work have been directly supervised by Administration during the past year, and are reported to the convention in the following sections. These are Associational Development and Regional Resources, Hollifield Leadership Center and Lake Hickory Learning Communities, and Pursuing Vital Ministry.

This has been a challenging year for Administration as we have dealt with many issues inherent to large complex denominational organizations. We have sought to address them with the greatest possible sense of spiritual discernment. We have also sought to faithfully and effectively serve the broad spectrum of Baptists represented by those congregations affiliated with

the state convention. The prayerful support of our more than 3,900 congregations makes our service possible.

Dr. George Bullard, Associate Executive Director

ASSOCIATIONAL PARTNERSHIPS AND REGIONAL RESOURCES

The Associational Partnerships Team is both encouraged by and appreciative of the strong missionary focus of many of the local associations in North Carolina. These associations recognize that the superior question is "How can our association support, encourage, and resource the churches?" rather than, "How can the churches support our association?"

Partnership is a crucial concept in associational life. Baptist churches have known for many years that there are many things they can do together that they cannot accomplish alone. Most North Carolina Baptist churches cannot start another new church alone; most cannot find ways to reach a growing ethnic community; most cannot resource the construction of a homeless shelter, do resort ministry or disaster relief alone.

However, when churches link themselves together in associations they can and do accomplish marvelous things for the Kingdom. Cooperation is a significant term used in Baptist life to describe people and churches doing together things that they cannot accomplish alone. The Associational Partnerships Team is privileged to offer support and encouragement to the 80 Baptist associations

in North Carolina. We believe that associations have an unprecedented opportunity to make significant and positive impact on local Baptist churches today.

The Associational Partnerships Team provides opportunities for a variety of continuing education events for associational leaders each year. One of the highlights of each year is the Associational Missions Summer Conference. The themes for the past three years have focused on "Transforming Associations..." The theme for 2004 was "Transforming Churches: Helping Congregations Achieve Their Full Kingdom Potential."

As in local churches, leadership changes offer associations rich opportunities for assessment and new direction. The Associational Partnerships Team is proactive in offering assistance to associations in the areas of search committee orientation/training, interim resources, and potential candidates.

Another opportunity for our team is the emergence and formation of regional groups of associations. There are associations meeting together in regional groups in the Triad, Triangle, and North Central areas of our state. Some of these bodies function as learning communities, while others are actively engaged in regional strategy development. This is an exciting development. For just as individual churches enjoy great benefits from cooperating together as associations, these associations are discovering similar benefits from networking together around common themes.

The Baptist State Convention of North Carolina works collaboratively with the associations in many different ways. We partner with associations in many different types of mission/ministry projects each year through Ministry Partnership Agreements (formerly known as Cooperative Agreements). These projects range from church planting projects to resort ministry to ethnic and language ministry. We provide demographic services for both associations and churches. Through our contract with Percept, each association and local church can access demographic information about their community online. Additional information is available from our office, upon request.

It is the privilege of the Associational Partnerships Team to facilitate the many different relationships that exist between our convention and the 80 Baptist Associations in North Carolina.

Lynn Sasser, Team Leader
Teresa Jones, Administrative Assistant
Wendy Edwards, Eastern Regional Resources
Lester Evans, Western Regional Resources

HOLLIFIELD LEADERSHIP CENTER AND LAKE HICKORY LEARNING COMMUNITIES

Hollifield Leadership Center continued to expand its reach to North Carolina Baptists and others throughout 2004. Through its ministry to the local church, Hollifield hosted more than 100 North Carolina Baptist congregations for retreats and leadership development in the areas of deacon development, couples enrichment, staff planning and development, strategic planning, and spiritual development.

Lake Hickory Learning Communities (LHLC) continued to develop learning communities around the areas of: Coaching for Congregational Leadership, Sustaining Pastoral Excellence, Spiritual Strategic Journeys, and Congregational Transformation Experiences.

In addition, LHLC has invited leading 21st century ministry practitioners to Hollifield for a series of learning experiences called "A Day of Generative Dialogue With..." These learning experiences have enabled a small group to have intimate dialogue with some of the leading thinkers and writers about ministry in the new millennium. Some of our respected practitioners in 2004 included Denton Lotz, and Brian McLaren.

Hollifield Leadership Center has played a key role in the BSCNC's emphasis on Pursuing Vital Ministry (PVM). Local congregational leaders have come to Hollifield to explore PVM as a framework for living into God's future for their church. In addition, many of those congregations, who have embarked on this spiritual strategic journey, have come to Hollifield in cluster learning experiences designed to build their capacity to sustain the journey.

LHLC continued to host live simulcasts from Church Communication Network, including "Lead Like Jesus II," with Ken Blanchard, Bill Hybels, and Laurie Beth Jones. In addition, computer software training for congregational leaders and support staff is offered. The Bullard Journal E-zine is available free to all North Carolina Baptist leadership who request it. Additionally, LHLC added a number of Blogs (web logs) to enable learning communities to collaborate and communicate around issues of interest.

Lake Hickory Learning Communities was awarded a grant from the Lilly Endowment for a process designed to sustain pastoral excellence in the local church. This process — Sustaining Pastoral Excellence — will bring together up to 88

"excellent" pastors into two learning communities to discover the characteristics of "excellence" in ministry, to build capacities for sustaining that excellence and to share those findings with the greater Christian community.

Growth at Hollifield has led to several staff additions and reallocations. The responsibilities of coordinating Learning Experiences and Guest Services has been divided into two positions.

Faye Johnson joined the staff in February 2004 as full-time Learning Experience Coordinator. Faye comes with years of experience in the travel/tour industry. She is a member of Mt. Anderson Baptist Church in Maiden.

Emily Wickham is part-time Guest Services coordinator. She is responsible for meeting our guests' needs while at Hollifield. She is a member of Hickory Community Chapel.

Hollifield and LHLC request the continued support of North Carolina Baptists as we help congregations reach their full kingdom potential.

Bill Copper, Director

PURSUING VITAL MINISTRY

Pursuing Vital Ministry is capturing the imagination of an increasing number of North Carolina Baptist congregations as we move forward. A central image of this exciting new initiative is one of a "spiritual strategic journey." Pursuing Vital Ministry is, at the very core of its being, a "journey." The word "journey" implies movement toward a destination. It suggests more than a short trip. But more than that, it is a "spiritual" journey. It is focused and directed by God. It is also a "strategic" journey. It implies intentionality and purpose. The focus is more on doing the right things rather than just doing things right. And the destination of this spiritual strategic journey is "full Kingdom potential." The journey is designed to help a congregation discern and become all that God desires for them to be.

Pursuing Vital Ministry has the potential to have significant impact on congregations who have a passionate desire to reach their full Kingdom potential and are willing to engage transition and change in order to live into God's future. It is not a tactical, step-based planning process. Rather, it is a "fuzzy and unbounded" process designed to allow the Holy Spirit to give direction and guidance into the congregation's future story. It is designed for those churches and leaders who can answer "Yes!" when asked, "Is the Holy Spirit trustworthy?"

Congregations who engage the Pursuing Vital Ministry process do not journey alone. First, they enter into a relationship with a congregational coach who will walk with them along the journey. Coaches observe, listen, ask questions, inform, challenge, encourage, and suggest options. Second, Pursuing Vital Ministry congregations participate in learning clusters with at least two other congregations. The leadership communities meet together at three strategic junctions during the journey. During these learning clusters, the congregations affirm, challenge, and encourage one another.

Pastors and congregational leaders are given opportunities to become aware of Pursuing Vital Ministry during a series of Awareness Meetings across the state each year. Those who desire to learn more are invited to one of our conference centers for an extended time so that they can be prepared to decide if Pursuing Vital Ministry is the right journey at the right time for the congregation they serve.

The goal of Pursuing Vital Ministry is to assist in the transformation of congregations toward achieving full Kingdom potential. We believe that many North Carolina Baptist congregations will identify with one of the following statements:

1. We are ready to "Pursue a Spiritual Strategic Journey."
2. We genuinely want to get ready to "Pursue a Spiritual Strategic Journey."
3. We believe that we are already on a Spiritual Strategic Journey but need to figure out the next step in order to sustain that Journey.

Pursuing Vital Ministry may be a fit for congregations that identify with either of the above three descriptions.

Lynn Sasser, Senior Coach

BUSINESS SERVICES



The Business Services Group is responsible for the following Convention services: Baptist building operations; property and casualty insurance; accounting; budgets; legal matters; investments; printing/mailling; Caraway Conference Center and Camp;

Truett Camp; North Carolina Baptist Assembly; human resources; benefits; annuity and general business operations.

Our goal is to provide timely, high quality service in each of these areas.

Without the help, support and guidance we receive from the Business Services Committee our task would be most difficult. Their varied experience and expertise is a tremendous asset to the Convention.

Caraway, Caswell and Truett Camp, under the direction of Charles Harris, Rick Holbrook and Richard Roberson, are having a good year. We again express our thanks to each volunteer group that has contributed its time and work at our assemblies and other locations.

Auditors under the direction of Mr. Terry Lancaster, render a vital service to the Convention. C. DeWitt Foard and Co. P.A., CPA Audit Firm of Charlotte, performed our annual audit and reported to the Audit Committee that we are "in conformity with generally accepted accounting principles."

Financial data and reports are supplied to every group/team of the Convention from the accounting office. Robert Simons is serving as our Comptroller/Auditor. Under his direction, improvements in the accounting team continue. Current and accurate financial data is essential to our operations.

Durwood Burnette served 10 years as the Print and Mail Coordinator until he retired September 30. Tommy Johnson succeeds him. This area is responsible for printing, bulk mailing, outgoing and incoming mail. We continue to make improvements in our printing and mailing systems.

Johnny Ross is the senior consultant for Annuity. He works with associations, local churches and the Southern Baptist Annuity Board in Dallas, Texas.

Linda Hudson serves as Human Resources Consultant. Some of her responsibilities include recruitment, selection, orientation/training and administration of the Convention benefits programs.

Convention owned properties are valued in the millions of dollars. It is our responsibility to keep them safe and in good repair. We continue to work on improvements at the Baptist State Convention building and other Convention owned facilities.

General administrative duties for Convention Trustees, Business Services Committee and the business office are performed by Beverly Volz. She also maintains records on the Convention vehicle fleet and assists in human resources and accounting matters.

The Business Services staff renews its pledge to continue doing our best to service those who serve the Lord to further His kingdom and ministry.

Glenn E. Harder, Executive Leader

ACCOUNTING/ INFORMATION TECHNOLOGY

The Accounting Team continues to provide the leadership in seeking ways to standardize policies, procedures and forms associated with maintaining the financial records "in conformity with generally accepted accounting principles."

The Team receives all contributions from churches and individuals. Such receipts have to be properly acknowledged and recorded. Pam Costilow performs the receipts function. The paying of all employees of the Convention, regardless of their physical location, is centralized and performed by the Accounting Team in the Baptist Building. Barbara Bowen is the team member responsible for the payroll and its related functions.

All disbursements for products and services procured by the General Board Staff, Fruitland Baptist Bible Institute, NC Baptist Assembly (Caswell), Caraway Conference Center and Camp and Hollifield Leadership Center are processed and paid by the Accounts Payable team member, Jay Renfrow. The payables function includes the budgetary distribution of all Cooperative Program Missions Giving contributions to the entities in the BSCNC budget.

The administrative and associated functions for properly accounting for the costs of the fleet cars driven by the General Board staff employees are coordinated by Team member, Sheila Duncan. Monthly Travel Expense Books are completed by each responsible employee and returned to the Accounting Team. The Team reviews each book for consistency and supporting documents. She also prepares the necessary journal entries associated with the expense reports.

The Team generates and distributes monthly financial reports for the various Baptist State Convention of North Carolina Executive Group Leaders and their staff and Woman's Missionary Union.

Information Technology focuses on accomplishing two things through the use of modern technology: (1) efficient and effective ways for the Convention to conduct its work and achieve its mission and (2) multiplying the methods we use for sharing the Gospel of Jesus Christ.

We maintain the computer systems of the Convention. That involves providing hardware, software, and training for General Board staff and offering technical assistance to our institutions and agencies when called upon. In the Baptist Building alone, we maintain over 125 computers. It is our job to keep the machines running, upgrade them on a planned schedule and offer training to the users. Every year we field over 2,500 calls for help just from the General Board staff located in the Baptist Building.

Information Technology is involved with information through three stages: (1) we collect information, (2) we catalog information and store it, and (3) we interpret information and apply it.

One of the largest databases we maintain is on the Baptist churches of North Carolina. We collect information from the churches through our Congregational Resource Center (CRC). The CRC is a database accessed by users through the Internet. A church or an association can go to the CRC and enter information, store it and then retrieve it for reports. Each year we collect all of the information to produce our annual report on the Baptist churches of North Carolina. Since a church can enter its information through the CRC, the information is always available to the church for updating and it can be retrieved instantly.

We also keep databases about the population of North Carolina. That information can help a church more clearly understand its ministry area and discover new ways to minister to the people in its community. Our demographic information includes the information collected by the Census Bureau plus additional information on the sociological and psychological profiles of the population of North Carolina.

In addition to collecting information, we have to catalog it and store it. Information technology uses leading edge technology for information storage and retrieval. For an example, we can instantly access over 160,000 name and address records. When you receive mail from the Baptist State Convention, chances are your name and address were provided by Information Technology.

Information Technology also provides research for the Convention. Through our databases about North Carolina, we provide associations and the Church Planting Team information relative to planting new churches. We can easily identify the growing areas in North Carolina and review our current churches' track records for attracting new people. We know that new churches that target specific people groups have a higher ratio of

success than others. In addition, we can provide research on an existing church's community that will help it know how to focus its ministries.

Robert Simons, Comptroller/Auditor

ANNUITY

After a tumultuous three-year period resulting in a dramatic economic downturn which adversely affected retirement accounts of millions of Americans a dramatic rebound occurred during the last year. As a result, the asset base of the Annuity Board gained over one billion dollars in one year for the first time since the Annuity Board was established in 1918 to serve ministers and employees of Southern Baptist churches. Concurrently, many participant retirement accounts recouped much of the funds that evaporated during the downturn. The downturn presented a serious challenge to our office in assisting participants with meaningful educational materials and resources to make wise investment decisions.

Secondly, the ongoing national health care crisis continues to present serious challenges to our churches that strive to be responsible employers by providing adequate medical insurance in a rapidly escalating cost environment. To assist in this effort, the Annuity Board responded this year by offering new medical insurance plans. These new plans offer more flexibility with varying levels of deductibles and monthly rates. Along with the new plans, the Board emphasized a three-step approach to address the rising cost of health care. First, the Annuity Board is aggressively managing costs and continuing to create plans that provide more options for participants. Second, participants are encouraged to develop healthy habits related to eating and exercise. And, third, churches need to take the initiative, if at all possible, to provide medical coverage as a benefit for their ministers and staff rather than as a part of the salary package. Those church employees who live within the constraints of an antiquated "pay package" approach have seen a dramatic decline in disposable income if they have tried to maintain adequate medical insurance for themselves and their families.

Thirdly, as a result of actions taken by messengers at the annual meeting of the Southern Baptist Convention (SBC) in Indianapolis, the Annuity Board gained permission to serve evangelical ministry organizations outside the SBC and to change the official name of the Annuity Board to Guide Stone Financial Resources of the Southern

Baptist Convention. The name change will become official with an affirmative vote at next year's annual convention in Nashville, Tennessee.

Fourthly, the Endowment ministry of the Annuity Board continued its work to make Southern Baptists aware of the tragic plight of retired ministers and their widows who were unable to plan adequately for retirement. Individuals and churches responded with open hearts and open hands as they helped to underwrite the financial assistance given to those who are in desperate need. More than 3,000 persons in our convention presently receive financial assistance with 335 residing in North Carolina.

As of May 31, 2004, more than 5,200 in 2,332 North Carolina churches participate in the retirement plan. Our goal is to have all of our churches actively participating in the retirement plan provided by the Annuity Board of the SBC.

In closing, we remain committed to serve all of our churches, ministers, and other church employees. For more information related to products or services, call the Baptist State Convention of NC at (800) 395-5102 extensions 320 or 321, visit our web site at www.bscnc.org, call the Annuity Board at (800) 262-0511, or visit the Annuity Board web site at www.absbc.org.

Johnny E. Ross, Senior Consultant

PRINT AND MAIL SERVICES

Print and Mail Services provides general services to the General Board staff related to day to day operations which include mailings and printing. Services are provided by Durwood Burnette (retired September 30), Print Service Operator and Coordinator, Hattie Johnson, Postal and Receiving Clerk and Jonathan Parker, Bulk Mail Coordinator.

We strive to improve all services provided by this area, including bulk mailing, printing and outgoing and incoming mail.

Durwood Burnette, Coordinator

CARAWAY CONFERENCE CENTER AND CAMP

Caraway Conference Center and Camp provides bedroom accommodations, conference and activity space, and meals for the North Carolina Baptist Convention, associational and church-sponsored conferences, boys' summer camps, and other religious and non-profit meetings. Our facilities consist of a camp with a 250-bed capacity, conference center with 78 bedrooms, 11 conference rooms and a 350-capacity auditorium.

Our facilities are open year-round and currently operate approximately 325 days with over 23,000 guests annually.

Major improvements during the year at the Conference Center included:

- Installing a children's playscape
- moving our gift shop/café to a more central location
- completing the interior painting
- repainting, replacing the ceiling tile, and replacing the fire extinguisher system in the kitchen
- installing replacement carpet in 4 conference rooms and 2 hallways
- purchasing new drapes, bedspreads, and mattresses for 24 bedrooms
- purchasing 24 bedroom HVACs and replacing the 2 large HVAC s in the main dining room
- purchasing a new stove and dishwasher
- replacing the computer server and expanding the sewage drain field

At the Youth Camp, we built a new entrance sign and repainted other signs; renovated three cabin baths and installed three "on demand" water heaters; and completed a major renovation of Westwood Lodge.

Charles H. Harris, Director

NORTH CAROLINA BAPTIST ASSEMBLY

We would like to express our appreciation for the support we receive from the churches of the Baptist State Convention of North Carolina. Through your Cooperative Program Missions Giving and prayer support you make possible the vital ministry that is provided by this facility. Your giving supports the work of the General Board staff that provides many of the programs offered at Caswell. Without their involvement, the results listed below for summer camp would not have happened.

During the summer camps of 2003, there were 3,852 decisions registered during commitment services in Hatch Auditorium. Of that number, 533 were first time professions of faith, 302 were acknowledgments of a call to full time service, and there were 3,017 rededications. This does not account for decisions made within small group devotions or during the remainder of the year.

Campus development continues to improve. The utilities infrastructure project is now complete in which all-electrical, water, and sewer lines were

replaced. Our attention can now turn to how we might be able to serve even larger numbers of guests. Many of the facilities first renovated in the mid 80's have been refurbished and look new again, even though they are almost 100 years old and house approximately 40,000 guests each year.

Please continue to prayerfully support the North Carolina Baptist Assembly and all the work of the Convention.

Rick Holbrook, Director

TRUETT CAMP

Truett Camp, located in Hayesville, provides space for camps, conferences and retreats in the western part of North Carolina. Listed below are the figures for July 2003 through June 2004:

Day Retreats	475
RA, GA, Music and Happiness Retreat	705
Church Retreats and Conferences	<u>2,230</u>
TOTAL	3,410

Maintaining our valued facility safe, attractive and in good repair is a continuing requirement. We continue to work on improvements and we strive to improve all services provided by Truett Camp.

Richard Roberson, Camp Manager

HUMAN RESOURCES AND STAFF DEVELOPMENT

The Office of Human Resources and Staff Development provides services for recruitment and selection of personnel, orientation/training and development, records maintenance, annual reviews/exit interviews, maintenance of employee handbook, termination of employment, and benefits administration. We focus on improving the workplace environment. Human Resources is now responsible for the retirement and medical plan for all active and retired employees. Sheila Duncan and Beverly Volz serve as support staff for Human Resources.

Linda Hudson, Senior Consultant

SUMMARY OF THE ESTIMATED CONTRIBUTIONS FROM CHURCHES 2004

For Southern Baptist Convention Missions and Ministries:

Cooperative Program	\$10,552,500
Special Offerings	
International Missions	\$12,900,000
North American Missions	<u>\$5,850,000</u>

Total Estimated Contributions to the Southern Baptist Convention \$29,302,500

For North Carolina Missions and Ministries

Cooperative Program Missions Giving	\$24,622,500
State Missions	\$ 2,310,930
Homes and Hospitals	\$ 4,764,070

Total Estimated Contributions to NC State Missions and Ministries \$31,697,500

Grand Total – Estimated Contributions From Churches in Year 2004

\$61,000,000

TRUSTEES OF THE BAPTIST STATE CONVENTION OF NORTH CAROLINA

The Trustees hold title to Convention property and meet during the year to discuss business and legal matters with Convention staff. The Trustees have attempted to faithfully carry out their duties as set forth in Article VII of the Constitution of the Convention.

Gerald Arnold—Chair

John Webb—Vice Chair

Wayne Stephenson—Secretary

W. Gale Parker—Trustee Emeritus

CONGREGATIONAL SERVICES



The Congregational Services Group has the wonderful opportunity to walk alongside North Carolina Baptist congregations as they journey into God's future. Our mission is to encourage, resource, and challenge the Baptist

congregations of North Carolina to discover and move toward their full Kingdom potential. We understand that this mission is achieved "one congregation at a time."

The following eight teams in our group stand ready to respond to the opportunities we have to come alongside congregations: Christian Life, Bible Study/Church Administration, Music and Worship, Preschool and Children, Discipleship, Innovative Church, Pastoral Ministries, and Multi-Cultural Leadership.

The Congregational Services Group understands that every North Carolina Baptist congregation is unique. Each congregation has a unique current reality, a unique set of spiritual gifts within the membership, a unique pathway into God's future, and a unique "Full Kingdom Potential." Beyond

this, each congregation has a preferred learning style and therefore prefers that training and learning opportunities be offered through multiple delivery systems. We are already exploring several new avenues for delivering training/learning opportunities and are strongly committed to “learning into the future” around these critical issues.

It is our privilege to serve as your state missionaries. The commitment and desire of our hearts is to serve North Carolina Baptists in the spirit of the Great Commandment and under the mandate of the Great Commission.

Lynn Sasser, Group Leader

BIBLE STUDY/CHURCH ADMINISTRATION TEAM

For the past 25 years, Robert Stewart has served faithfully as the Director of the Sunday School Department and later as Team Leader for the Bible Teaching Reaching Team. On June 15, 2003 Robert Stewart retired ending an era of excellent leadership. Robert Stewart's influence will be missed greatly. He has left a wonderful foundation upon which to continue to build a state Bible study ministry.

A new team, The Bible Study-Church Administration Team was formed with Phil Stone as team leader and Rick Hughes, consultant. The team assignments include:

1. Bible Study:
 - a. Traditional Sunday School;
 - b. Non-traditional small group Bible study.
2. Church Administration:
 - a. Annual ministry planning;
 - b. Church organizational systems;
 - c. Church management systems
3. Church Building Planning

Bible Study

In 2003 the Bible Teaching Reaching (BTR) Team's ministry included:

- Providing Sunday School seminars at three Equipping Today's Church conferences and two fall Sunday School Leadership Conferences at Caraway in which over 1,200 Bible study leaders were trained.
- Enlisting and training Regional Specialists in general and age group leadership to provide seminars and consultations with associations and local churches.

- Coordinating associational and local church seminars using the Regional Specialists Teams trained by the BTR Team.
- Providing an Experiential Bible Study tour in four locations across the state for youth/student Bible study leaders.
- Providing Vacation Bible School seminars to train specialists as requested by associations.
- Providing resources for the Center for Christian Growth and Development located on the campus of Chowan College. This ministry provided seminars on multiple topics for the churches in northeastern North Carolina.
- Providing Bible study fall seminars at Fruitland Baptist Bible Institute.
- Providing two Small Church Sunday School state tours in nine locations across the state.
- The African American Church Development Team provided training for 100 Sunday School leaders in June at Caraway Conference Center. The work of this team was transferred to the Discipleship Team in 2003.
- The BTR Team is the liaison for Church Media Library (CML) work. It provided resources for the annual CML conference. This ministry was transferred to the Discipleship Team in 2003.
- Hispanic Church Development was transferred to the new Multi-Cultural Leadership Team.

Church Administration

The Church Administration Team currently has 10 consultants to serve congregations in the areas of Annual Ministry Planning; Church Organizational Systems: ministry coordination, team building, committee/team training; Church Management Systems: church business and finance, constitution and bylaws, church incorporation, risk management, fraud and embezzlement, plus other basic church administration issues. The Church Administration Team and its consultants led more than 60 conferences and consultations on team building and ministry coordination plus other church administration topics. Dr. Lynn Buzzard led a spring seminar on Church Incorporation and Risk Management. The team collaborated with the North American Mission Board in sponsoring a *Building Powerful Ministry Teams* spring seminar. The team, working with Dr. Lynn Buzzard prepared to release the *Church Policy Manual Guidebook* to help congregations develop their own policy manual.

Church Building Planning

The Church Administration Team is responsible for Church Building and Planning. The team has seven Church Building Planning Consultants trained to do on-site consultations and conferences. In 2003, these consultants led 95 personal on-site building consultations. The team also conducted two State Church Building Conferences – Garner in the east and Statesville in the west.

Liaisons

The Church Administration Team works as liaison with the *North Carolina Baptist Secretaries Association (NCBSA)*. A Professional Secretaries' Certification conference was provided for church and associational secretaries working toward certification. The team also provided resources for the annual NCBSA convention.

The Church Administration Team works as liaison with the *Christian Educators of North Carolina (CENC)*. The team provided support for the CENC spring bus tour of innovative churches and for the annual convention meeting. The team also sponsors a *Large Church Christian Educators Network* which provides for a summer symposium and a convention luncheon.

Phil Stone, Team Leader/Senior Consultant
Rick Hughes, Consultant

COUNCIL ON CHRISTIAN LIFE AND PUBLIC AFFAIRS

Throughout its history, the Council on Christian Life and Public Affairs has attempted to live up to its constitutional charge to help North Carolina Baptists become more aware of the ethical implications of the Gospel in everyday living. In other words – how to make choices that honor Christ in our daily lives. It is also clear that neither the Council, nor the Baptist State Convention of North Carolina, can speak for individuals or churches. The terms priesthood of the believer and autonomy of the local church clearly connote freedom from any external authority. Our Council's responsibility is to speak to Baptists, not for them, and to encourage North Carolina Baptists to think seriously about how they reach their conclusions on matters of values, and ethics, and most importantly, how they teach their children to make appropriate choices. For example, most pastors, when asked, express their opposition to legalized gambling, such as a statewide lottery. But, when asked if they have in place in their churches courses of instruction for

their children, teaching them why these leaders think gambling is wrong, these same pastors admitted they did not.

Our Council consistently encourages Baptists to take seriously the job of teaching the ethics of the Gospel to upcoming generations, just as we prod adults to apply the teachings of Jesus to everyday problems and to make appropriate choices in daily living. To this end, 2004 found the Council offering many training opportunities across the state. At statewide meetings and in associational gatherings, Christian Life Committee members were briefed on a variety of moral and ethical issues and provided help in organizing for action. For example, the Council produced a statement in support of Public Education while embracing every parent's obligation to provide the best emotional, spiritual and educational support for their children.

In a variety of ways, the Council encourages individuals and churches to face common problems through applying the Gospel to the needs of everyday life.

Jane Askew, President
Stephen E. Sumerel, Executive Director

Christian Citizenship And World Hunger

World Hunger

The overwhelming problem of hunger continues to snuff out lives around the world and handicaps many of those who live. Millions of children under the age of five will die this year from malnutrition and disease. North Carolina Baptists gave generously to reduce hunger through our World Hunger Offering in October, but still our gifts averaged less than one dollar per person for the whole year.

World hunger resources for 2004 included bulletin inserts, daily Bible study guides, and offering envelopes.

The North Carolina Hunger Fund continues to distribute hunger money to churches and associations which are combating hunger at the local level. Through July, funds had been given to 29 churches and 15 associations. These grants totaled more than \$124,000 and, in most cases, were matched by generous assistance from the Domestic Hunger Fund of the North American Mission Board.

General Assembly

Among the many issues faced during this session, finding agreement between the House and Senate on a budget that would meet the state's fiscal needs, in the midst of difficult financial times, was

the most pressing issue. Appreciation is given to all North Carolina Baptists who took the time to contact members of the General Assembly and express their opinion on the lottery. The Council continues to work with other faith groups in opposing a referendum on the lottery.

Baptists were informed on these and other issues through the Council's Legislative Information Network's Newsletter, available free through US mail and e-mail. The newsletter, provided when the General Assembly is in session, enables Baptists to have up to date information to assist them in making informed decisions about how a Christian applies the Gospel through his/her role as a citizen. The Council also agreed to provide Legislative Guidebooks to all General Board members and any other North Carolina Baptist who desired one.

Aging And Single Adults

Aging

More of us are getting older and living longer. The fastest growing age group currently is octogenarians, followed by centenarians. Someone has written, "The fear of death has been replaced by the fear of living too long." In every way our society is recognizing the impact that more older persons are making. Likewise, opportunities and challenges present themselves to our churches as we consider our ministry to and through our older members.

An equally important consideration for the church is the reality that within 10 years, over 50 percent of all church members will be single, and single through a variety of definitions. If church is "the family place to be," how can it also effectively minister to the needs, concerns and fears of this often-invisible segment of our society? We may well be unintentionally ignoring these people of God, people who can give so much in building the Kingdom of God.

As the populations of singles and older adults continue to increase, so do the opportunities for ministry which can effectively meet their needs and hopes through the church. Our hope is to be able to provide the impetus and resources for ministries that include not only occasions for fellowship, nurture and worship, but as well, encouragement to continue to use gifts, talents and experience on behalf of others as servants of Christ.

Through the regular and able planning of our Advisory Committee on Aging, much continues to be envisioned, planned and implemented in the way of programs and resource possibilities.

Members this year are: Glenn Davenport, Financial Consultant; Carolyn Hill, Nursing Home Administrator; and Doug Cole, past Executive Director, Council on Christian Life and Public Affairs.

In cooperation with the North Carolina Baptist Assembly, eight three-day retreats in the spring and a similar number in the fall were held for seniors from all across the state. These events offered many opportunities for fellowship and worship, as they have for 15 previous years. Over 2,000 persons were in attendance for all these retreats.

In similar fashion, two conferences were convened at Caraway in October, under the title "Blessed Assurance" inviting seniors to explore in small groups and through focused Bible study, how our faith informs the "older" stages of our lives, and how we honor, find meaning and celebrate this special time of change, and being honest about what yet God can change in our lives. Dr. Gene Garrison, retired pastor, First Baptist Church, Oklahoma City, OK, was the teacher and proclaimer. Small group sessions were conducted focusing on the application of the study to personal life.

At Caswell, August 2-6, older adults participated in the 14th annual "Conference by the Sea," a week of spiritual nurture, continuing education, and celebration of faith and the arts. Shared worship, fellowship in leisure time, and expression of self through various art and craft classes characterized this popular experience of some 200 seniors. Internationally-known Christian proclaimers, Cynthia Clawson and Ragan Courtney used their immense talents in music and word to celebrate the Gospel.

In addition to the above-mentioned event, and because of its popularity, we added a second "Conference by the Sea" at Caswell, August 23-27. The format was similar to the first week, and again featured Cynthia Clawson and Ragan Courtney.

Plans for the fourth North Carolina Senior Adult Festival are underway, and will be celebrated in Greensboro, April 25-27, 2005. This three-day festival for Baptist older adults will focus on inspiration, fellowship, resources for education, and opportunities for service. Some 2,000 persons will be in attendance.

Singles

A statewide conference for single adults was held at Caswell in April, was led by the director under the theme, "More Light, Less Heat: Practicing Our Faith in Conflict." Through personal reflection as well as large and small group interaction, attendees were challenged to assess the mettle of

one's faith in the face of personal conflicts and circumstance beyond our control, and how deeper connections to God in Christ inform all other expressions of our daily walk.

Department participation in the form of retreat leader and conference keynote speaker was extended to churches and associations throughout the year. Frequent telephone and on-site consultations, focusing on beginning and/or enriching ministries and programs for single adults, senior adults, and family enrichment, comprise a major portion of the work and ministry of this area of work.

David G. Moore, Consultant

Family Life

It must be noted at the outset, and it must be remembered throughout the reading of this section; families are feeling the pressure of the tough economic times in which we live. As families feel increasing pressure, and as social supports falter, it falls upon local congregations to bear the emotional, social, and spiritual burdens of the families they serve.

The Council oversees family life work in many diverse areas; however, there is a thread that connects them all. The ripples of family crises show up in substance abuse statistics, failing marriages, and domestic abuse, and many other symptoms of relationships under too much strain. Each of the programs and services offered through the Council's family ministry strive to do Kingdom work through the strengthening of our most untapped resource, the family.

Family Ministry

The Council believes that churches should strive be more like home, and homes should strive to be more like church. To this end, we enter our tenth year of sponsoring Family Fun and Focus.

This year marked the tenth year of Family Fun and Focus. This week long retreat is designed for whole families is held each year at the North Carolina Baptist Assembly, Caswell. The theme of this year's retreat was "Our Family's Mosaic: Piecing It Together." Families were invited through worship, Bible study, and recreation to think about all the elements that must come together for families to be strong.

The secondary purpose for this week is to provide a laboratory for methods that congregations can use in their own family ministry programming. To that end, the staff members of Family, Fun, and Focus have all agreed to work toward the compilation of our best ideas over the last 10

years. This could become a valuable resource for congregations wanting to become serious about family ministry.

The statewide annual couple's retreat called Couple's Spring Break was a tremendous success this year. Led by Jim and Debbie Toole, couples from around the state came together at Caswell for a weekend of marriage enrichment. In addition to this retreat, the director led numerous marriage, parenting, and family events throughout the state.

This year saw the beginning of a collaborative effort between the Council and the Statewide Family Support Collaboration Team. This team is seeking ways to include efforts by the faith community into a statewide strategy to help families in need. The director serves on a team attempting to make needy families aware of the support systems in place to help them through new and innovative methods.

The director had many opportunities to work collaboratively on issues concerning families this year. Working directly as a member of the Pastoral Ministry Team, the Preschool & Children Ministries Team, and the Christian Life Team, which are all within the work of the Congregational Services Group, the director has had the opportunity to discuss current issues that are directly affecting family life. The director has also served as consultant with other groups within the General Board staff structure. In addition the director has consulted with numerous associations and individual congregations on family ministry issues, including the planning and conducting of Family Life Conferences.

Substance Abuse

In a trend beginning three years ago, the Council's substance abuse work continued stressing prevention. Research continues to support the notion that family relationships are the single most important avenue for drug information. In keeping with these findings, we are seeking ways in which family ministry work can advance the importance of the family environment in drug prevention efforts.

The director continues his work as a columnist for the Baptist Center for Ethics's e-journal, "Ethicsdaily.com." Covering topics from marijuana farming to bridging the language barrier with the scientific community studying addiction, this column has given the director a much-needed outlet for addressing pressing issues in the substance abuse field.

The North Carolina Partnerships to Reduce Underage Drinking continues to be a wonderful vehicle through which the director's efforts can be multiplied. Much substance abuse legislation has moved forward with the help of the partnership between the initiative and this department.

This year, the director continued to serve in an advisory role to the Partnership to seek ways in which our state can support legislation to correct years of inattention to beer taxation. An indexed and increased tax on beer would reduce teen availability and add revenues needed for increased alcohol law enforcement protection.

The statewide partnerships are continually redefining relationships and goals, as area interests intersect with state and national objectives. The director served on a special committee whose purpose it was to find ways to remain "organized" through the rapid flux of this fluid organization.

The director has worked with two associations this year in their work to overcome various manifestations of substance abuse in their area. The Council is helping to set up models bringing together treatment, law enforcement, education, business and other public sectors, with the Church acting as the mortar, holding these coalitions together.

The Council fills a tremendous need as a referral source for pastors throughout the state. Much time is spent with pastors and other caring persons in finding ways to bring help to addicted persons, one addict at a time.

HIV/AIDS

In keeping with the will of the Convention, the Council continued to work with persons living with AIDS (PWA's). The Council wishes to go beyond the role of AIDS education. We seek to further hands-on ministry to those infected and affected by this disease. In addition, the Council offers experiences of ministry to infected persons in the hopes that these trained leaders will further their work through local congregations.

The most exciting work in this area continues to be the "Grace For The Journey" retreats for PWA's and their caregivers. This is the tenth year in which these retreats have been held for the purpose of reaching out to PWA's and their caregivers. The Council, working with the Baptist AIDS Partnership of NC and its executive director Eric Raddatz, has just completed the 20th "Grace For The Journey" retreat.

All of these retreats are a combination of worship, meditation, crafts, and fun, and make for a time of spiritual healing for PWA's and their caregivers and/or family members. Through the use of the facilities of Caraway and Caswell, the Council hopes to build good relationships between North Carolina Baptists and all PWA's. It is hoped that this goodwill will also be reflected through the ministries of each local congregation. Although much is being done on the medical front to treat AIDS, the social and spiritual dimensions of this disease still remain areas in which much work is needed.

AIDS ministry continues to grow. The director and Mr. Raddatz, working with the Church Planting Team of the Baptist State Convention, are in the process of starting a church whose focus shall be ministry to PWA's. This new church will be located in the Smithfield area, and hopefully will be the first of several such new congregations started throughout the state with this focus.

This department continues to use both BAPNC's executive director, Eric Raddatz, and the Kings Mountain Association's Church and Community Ministries director, Charles Reed, as effective spokesmen for AIDS awareness and education.

Stephen E. Sumerel, Consultant

SPECIAL MINISTRIES TEAM

Special Ministries in North Carolina has the goal of making Christ known in and through ministry to human needs. To achieve this goal the office of Special Ministries works with churches, associations and individuals to provide ministry to persons who are blind or visually impaired; with persons who are deaf, and with persons who are developmentally disabled. Special Ministries also provides literacy missions promotions and training. Special Ministries functions as a part of the Multi-Cultural team.

Ministry with Blind/ Visually Impaired Persons

The cassette tape ministry reaches many blind people. Approximately 60 people received a tape of each edition of the *Biblical Recorder*. Also the January Bible Study was made and sent to each blind person on our mailing list. Myrtas Baker of Raleigh is our volunteer reader. Because of a gift from the Baptist Foundation we were able to supply one person with some expensive computer software for blind people.

The fourteenth annual Blind Retreat was held at Caraway Conference Center. Retired IMB missionaries, Gene and Jean Phillips, led our

retreat. Twenty-three people attended the Blind Retreat. Recorded copies of Jean Phillips missionary chronicle entitled, *Rescue*, were made and given to each attendee. Robert and Joellen Stewart recorded this book.

Deaf Ministry

Three special events for deaf persons are held at Caraway Conference Center and Camp each year. They are: the North Carolina Baptist Conference of the Deaf, planned and conducted by deaf people themselves; TIC, an acronym for "Together in Christ," a training session for interpreters and leaders of deaf classes; and the Deaf Youth Retreat, a three-day evangelistic retreat for deaf youth ages 12 to 20. Kevin Clark directed this year's Deaf Youth Retreat for 107 deaf youth and staff. Dr. Jerry Seale of Knoxville, TN, was the camp pastor. Seven professions of faith and two rededications were registered at the camp. A total of 225 people attended the TIC. Sixty-three church interpreters enrolled in the interpreter training program at TIC. We again topped our all time high attendance for this event. Thirty-six deaf lay-people took an extension program from the Tri-State Deaf School of Theology.

Currently three deaf men are serving as pastors of deaf congregations (missions) and Kevin Clark, who is also deaf, is serving as a special evangelism event coordinator for the BSCNC. The deaf pastors and their congregations are: Robert Moore, First Deaf Mission, Charlotte, Daniel C. Johnson, Jr., Forest Hills Deaf Mission, Wilson, and Duane Martin, West Memorial Baptist Church in Rutherfordton.

Seven hearing men serve as pastors of deaf congregations: Tom Lineberger, First Deaf Mission, Morganton, Cliff Tolosa, Tri-City Baptist Church, Conover, Max "Bo" Sherrill, Parkwood Baptist Church, Concord, Tom Rushing, Hickory Deaf Church, Clay Carter, Poston Baptist Deaf Mission in Wallace, Kent Oviatt, Calvary Baptist Church, Winston-Salem, and Nick Moorhead, Wilmington Associational Deaf Mission. Two retired missionaries to the Deaf, Jerry Potter and Neal Peyton preach widely in the deaf churches and ministries across the state. This year we sadly lost our long time leader and missionary, Ruth Potter, wife of Jerry Potter. Ruth served along side Jerry for over 50 years of faithful service.

The pastors of the deaf congregations meet three times a year for fellowship, prayer, and pastoral training. Pastors and wives met together once at Ridgecrest during the summer.

Deaf people receive training each year at the Southern Baptist Conference of the Deaf. This past year SBCD met at Brentwood, TN. Over 40 people from North Carolina attended this major training event. North Carolina Baptists through Special Ministries continue to support the Tri-State School of Theology, a special extension center of Gardner-Webb University, which meets at Ridgecrest. About 20 deaf students attended Tri-State this year.

Ministry with Mentally Handicapped Persons

Approximately 165 North Carolina Churches have special classes for persons with developmental disabilities. Training for teachers of special education classes is provided in cooperation with the Bible Study/Church Administration Team. Carlton McDaniel and Patsy Koutsogeorgas led the training sessions this past year. Additional training opportunities were provided for local churches and associations.

Four Happiness Retreats for mentally handicapped persons were held. Three of these were at Caraway Conference Center and one at Truett Camp in Hayesville. The Happiness Retreats also have training sessions for teachers, classes for parents of mentally handicapped persons, and Bible Study for chaperones. Happiness Retreat continues to set records in attendance. This year 653 campers and staff attended the Caraway retreats and 98 attended the Truett Camp retreat. Judy Autry directed the Caraway retreats and Lester Evans directed the Truett Camp retreat.

Day camp programs for developmentally disabled persons were conducted on Saturdays at Campbell University, at Cane Creek Park in Waxhaw, and at Camp Cale. BSU students, Christian service clubs, WMU groups, and our department work together to make these Saturday events possible.

We promoted Special Education Sunday in March by sending information to churches about how to observe this special Sunday. We provided 15,000 free bulletin inserts to the churches and associations requesting them. This service is provided annual in March.

The "Open Doors" newsletter was mailed quarterly to 900 persons and/or churches. The newsletter contains information about activities, events, teaching materials, etc., available for ministry with persons with developmental disabilities.

Carlton McDaniel Jr. directed our first family retreat in October 2003. Eleven families attended this event at Caswell Conference Center. This

ministry was well received. It is our hope to expand this ministry in the future. The second family retreat will be in October 2004.

Literacy

Tutor Trainers were enlisted as leaders for 19 Literacy Missions workshops in 2002/2003. In addition to those 16-hour basic workshops 19 advanced training conferences were held. These were mostly in English as a Second Language but workshops and conferences were also provided in Adult Reading and Writing and in Tutoring Children and Youth. Barbara Martin serves the BSCNC as literacy consultant coordinating literacy training across the state. She is available to all 80 of the Literacy Mission ministries that are scattered all across our state.

Certificates are awarded in all areas of training including Adult Reading and Writing, English as a Second Language, and Tutoring Children and Youth. Also this year certificates were awarded for English as a Foreign Language. One person from our state attended the Literacy Missions Associate training at Oklahoma Baptist University in June. Presently we have 36 Literacy Missions Associates in North Carolina. We are aware of 90 professions of faith made because of literacy missions. Each week, 1707 students were ministered to this past year by a total of 561 tutors. A total of 190 people were certified to do literacy missions work during the year. The 2004 Literacy Missions Retreat was held at Caraway in October.

Donnie Wiltshire, Special Ministries Consultant

DISCIPLESHIP TEAM

"Igniting Believers... Transforming Congregations"

The Discipleship Team experienced a year of fruitful ministry:

- Through a multiplier training event at the Hollifield Leadership Center for Discipleship Resource Specialists in age group ministry, skills and passion areas, etc.
- By utilizing the *Guide to Discipleship in the Local Church* with churches and association leadership.
- By offering Church and Association Leadership Conferences at Equipping Today's Church Conferences at Ridgecrest and Caswell led by Ronny Russell and Cathy Hopkins and assisted by Paul Turner of LifeWay at Caswell.

The following reports give a brief overview of 2003 Discipleship Team ministry:

Ministry Reflections

Our Discipleship Team has been learning much about the coach approach to leadership development and discipleship this year. Much of my focus has been on learning what the coach approach to church programming looks like. What an exciting journey. Not only has our Discipleship Team benefited from coaching, but the spin off of this has been multiplying our leadership base, designing events and learning experiences that are more action and results oriented.

Learning Communities are multiplying among our staff as a way of coaching and growing leaders forward in faith and function. The Discipleship Team helped pioneer and model the coach-approach for our staff.

Web-based Discipleship Resourcing is now available through www.discipleshipteam.org. This outlines and resources our statewide discipleship strategy for pulpit-driven, program-driven, person to person approach and process approach to discipling. Not only has this been a help to persons in North Carolina but many around the country. The website provides convenient and current resourcing information, guidance, networking and encouragement for local church, state and association leaders.

Coach Training has become a very intentional part of our statewide discipling ministry. As a Senior Coach for Lake Hickory Learning Communities, I have the joy and privilege of working with a team of coach trainers who are responsible for the certification process for training congregational coaches for a coach ministry through existing church programs, Pursuing Vital Ministry strategy or through individual coaching in associations or local congregations.

Deacon Ministry continues to be strong thanks to a committed group of well-trained deacon consultants in each region of our state. These consultants are available for local church events as well, by calling Jo Ann Walton in the convention office. I continue to write a free online deacon ministry and church leader newsletter each month that is posted on the convention website www.bscnc.org. We have also put these newsletters into print for those who are not connected to the Internet. Our 1993 Statewide/Deacon Spouse event on "Tackling the Tough Issues" was audio recorded and those tapes

are now available to help churches deal with some of the tough issues of deacon ministry. Information and order forms are on the website.

Multiplication of Discipleship Strategies for Churched and Unchurched – Through a writing ministry many of our learnings are being shared around the country and world through published books. Ronny Russell, one of our Discipleship Team members, published his church discipling story in *Can A Church Live Again?* Eddie Hammett's books and writings continue to travel all across our state and nation. His website www.transformingsolutions.org also provides current help to leaders struggling with how to disciple persons from the churched and unchurched culture.

Eddie Hammett, Senior Leadership & Discipleship Consultant & Congregational Coach

Children's and Youth Bible Drills; Youth Speakers' Tournaments

The Bible Drill ministry for 2003 was very exciting. The three-part, age-level discipleship process showed an increase in participation for 2003 with many churches beginning Bible Drills and with the new increased enrollment of fourth grade participants. Churches and associations registered 1,862 drillers for the 2003/2004 drills; 1,343 children and 519 youth participants.

Approximately 3,000 drillers, speakers and friends and family attended the 2003 State Drill and Tournaments, held during April and May, for participating churches and associations in Canton, Charlotte, Fayetteville, Greenville, Miller's Creek, Raleigh, Sanford, Spindale, and Winston-Salem.

A Finalist Tournament was held May 19 to determine the high scorer for the 2003 drills and the winner for the Youth Speakers' Tournament. Randall Martin, Conway Church, Conway; Brittany Parvin, Mt Olive First; and Josh Trivett, Elizabeth Church, Shelby, were the three top scorers. Randall Martin was the highest scorer. The Youth Speaker winner was Megan Carpenter of Baptist Home Church, N. Wilkesboro. Emily Gallimore, University Hills Church, Charlotte, was the runner-up. Josh Trivett was recognized as a six-year Bible Drill state winner.

For 2003, LifeWay did not feature the state tournament winners at Ridgecrest Discipleship and Family Week. Searching for an alternative to recognize the work and accomplishments of these youth, Southeastern Discipleship leaders brought together state winners from 13 state conventions for the first ever, National Youth Bible Drill and Youth Speaker's Tournament Invitational. The

Invitational was held in Atlanta, Georgia on June 13 at the Georgia Baptist State Convention. Megan Carpenter delivered her speech with assurance and grace and was awarded a plaque of merit. Randall Martin became the first Southern Baptist Youth National Bible Drill winner. He had a perfect score and handled his Bible properly with skill and precision. He was awarded a trophy honoring him as the winner of the event. North Carolina Baptists can be proud of these two youth representatives.

To further this ministry, a new website, www.ncbibleddrill.net, was created. The website provides pictures of the tournaments, updated information, forms, games and other resources that can be downloaded at no charge. Instrumental in getting information to churches, associations, and drillers quickly, it has reduced the costs of printing and postage. Instructional helps and teaching aids are being developed which will be even more beneficial to Bible Drill leaders. Visitors to the site are invited to e-mail the Bible Drill Coordinator for information or with other questions.

Consultations and leadership training for this ministry was conducted periodically and as needed by local leaders during the year. Preparing for the State Bible Drills Tournaments, Bible drillers, either 4-6th grader or 7th-9th graders are taught Bible memory skills, proper handling of the Bible and Bible searching skills. The Youth Speakers' Tournament allows 10th –12th grade youth to prepare, memorize and deliver a speech that reflects their convictions, which is judged for content, composition and delivery

LifeWay invited several state convention Bible Drill consultants to attend a creative planning meeting for the purpose of restructuring Children's Bible Drills for 2005. As a part of the group, some interesting possibilities were presented to us, resulting in new resources and teaching aids. The new changes will be introduced for the 2004/2005 year.

Youth Discipleship

Youth Discipleship Resource Specialists were enlisted to assist the Youth Discipleship Consultant with churches seeking assistance with planning and developing youth discipleship ministries. In January this group of five attended training at the Hollifield Learning Center at Lake Hickory. Strategy for carrying out this commission continues to be developed. These youth specialists served as conference leaders and youth discipleship faculty for Equipping Today's Church (ETC) held at Caswell and Ridgecrest.

Individual telephone and e-mail consultations were used to inform youth leaders of changes, updates, events and new resources and to strengthen relationships with youth discipleship leaders.

Jeanie Whitehead, Consultant

Media Library Ministry

The annual State Media Library Workshop was held at Caraway, April 4-6, 2003 with the theme, 'Steppin' In, Steppin' Up and Steppin' Out' based on three levels of library training: new leaders, knowledgeable leaders and advanced leaders. Over 200 Media Librarians networked together, learned together, and enjoyed a delightful history presentation written by Historian, Mary Ann Eskridge, of Jonesboro Heights Church, Sanford.

Dell Moore, Contract Media Library Consultant from Mountain Island Mission, Metrolina Association, led a great year in planning events and training leaders across North Carolina. She was assisted by committed Media Library officers', Vicky Morris, Director, North Kannapolis Baptist Church, Cabarrus Association; Doris Shelton, Associate Director, Pole Creek Baptist Church, Buncombe Association; Sherri Barnhardt, Secretary, Guilford Baptist Church, Piedmont Association; Mary Ann Eskridge, Historian, Jonesboro Heights Baptist Church, Sandy Creek Association and a host of Regional Media Library Representatives across the state.

Continued growth and excitement remains in Media Library Ministry as leaders provide quality services and ministries to their churches and communities.

Cathy Hopkins, Senior Consultant

The mission of the Discipleship Team, "Igniting Believers... Transforming Congregations" speaks loudly of the sincere desire of each team member: Eddie Hammett- Senior Consultant, Western North Carolina; Jeanie Whitehead, Bible Drills/Speakers' Tournaments and Youth Discipleship Consultant; Ronny Russell, Intentional Discipleship Contract Consultant; Expanded Team Members, Gene Lakey – Parkway Church, Greensboro and Wendy Crow – First Baptist Church, Mayodan; Ministry Assistant, Lorene Wilson; and Team Leader, Cathy Hopkins, Senior Consultant.

Cathy Hopkins, Team Leader

MULTI-CULTURAL TEAM

The Multi-Cultural team is a matrix team made up of six people from the General Board staff and seven people who are non-General Board staff. These team members come from Congregational Services, Mission Growth Evangelism, and Woman's Missionary Union. The team itself is related to Congregational Services and is led by Donnie Wiltshire. The other members of the team are Linda Hicks, John Jones, Sei Hun Kim, Larry Phillips, James Richardson, Claude Alexander, Caesar Carhuachin, David Duarte, Ron Hill, Barbara Martin, Larry Doyle, and Wanda Dellinger.

The team has the task to partner with Baptists of North Carolina in the areas of:

- Winning Language/Ethnic/Cultural people to Christ
- Establishing Language/Ethnic/Cultural churches in cultural context
- Developing leaders in Language/Ethnic/Cultural churches
- Establishing a coaching culture with Language/Ethnic/Cultural churches
- Mobilizing Language/Ethnic/Cultural Baptists to be on mission
- Integrating Language/Ethnic/Cultural Baptists into the life of the Baptist State Convention
- Developing strategy to accomplish all the above

The Multi-Cultural team is still in the process of organizing to accomplish these partnership tasks. We are still in the early stages of development. At present, we have organized four sub-teams that are working on vision and strategies in their various areas. James Richardson leads the African-American sub-team. Sei Hun Kim leads the Asian sub-team. Larry Phillips leads the Hispanic sub-team. Donnie Wiltshire leads the special ministries sub-team. In the near future we will organize a sub-team that will give its attention to Language/Ethnic/Cultural people and ministries that do not fit in the other four sub-teams.

African-American

James Richardson is the consultant/coach related to African-American ministry. He is working with his sub-team to develop vision and strategies for African-American ministry. Already James works to lead the convention in church growth resources for African-American churches. He also leads the convention in leadership development and discipleship training for African-American churches. James is also responsible for seminary extension. Missions Growth Evangelism through the church planting team is responsible for

African-American church planting. The African-American sub-team will be working closely with all these people and groups to implement the vision and strategies developed by the African-American sub-team. There are at present more than 90 African-American churches that related to the Baptist State Convention. African Americans comprise 22 percent of the population of North Carolina.

James can be reached at extension 425. His e-mail is jrichardson@bscnc.org.

Asian

Sei Hun Kim is the consultant/coach related to Asian ministry. He is working with his sub-team to develop vision and strategies for Asian ministry. Already Sei Hun works to lead the Convention in Asian church planting. The church development work done by the Convention in the area of Asian ministry is in its early stages. Asian ministry is very diverse. There are over 80 Asian churches and missions. These represent 17 different language groups. These range from Korean churches, of which there are 21, to Kh'mu, of which there is but one. Asians comprise almost 2 percent of the population of North Carolina.

Sei Hun can be reached at extension 205. His e-mail address is skim@bscnc.org.

Hispanic

John Jones and Larry Phillips are the consultant/coaches related to Hispanic ministry. Both work with the Hispanic sub-team to develop vision and strategies for Hispanic ministry. Already John and Larry lead the Convention in Hispanic church planting and the beginning of new Hispanic ministries. John has primary responsibility for this task in the east, and Larry in the west. Both men also lead the convention in congregational services and evangelism resources. At present there are just under 100 Hispanic churches and missions in North Carolina. Hispanics comprise almost 5 percent of the population of North Carolina.

John can be reached at extension 209. His e-mail address is jjones@bscnc.org.

Larry can be reached by calling extension 403. Larry's e-mail address is lphillips@bscnc.org.

Special Ministries

Donnie Wiltshire is the consultant/coach related to Special Ministries. In North Carolina Special Ministries includes Deaf Ministry, Blind Ministry, Developmental Disability Ministry, and Literacy Missions. Deaf Ministry is clearly a Language/Ethnic/ Cultural ministry. English as a Second Language is a major literacy missions tool

that is used in Language/Ethnic/Cultural ministry. Donnie is working with an advisory group in each of the areas of Deaf, Blind, Developmental Disabilities, and Literacy Missions to develop vision and strategies for Special Ministries. There are at present 110 churches with Deaf Ministries, over 165 churches with Developmental Disability Ministries, and 80 Literacy Missions units in churches and associations.

Donnie can be reached at extension 404. His e-mail address is dwiltshire@bscnc.org.

INNOVATIVE CHURCH TEAM

The Innovative Church Team (ICT) focuses on resourcing, networking, and providing assistance to innovative churches. Chad Hall serves as Team Leader for the Innovative Church Team, and team members include Shane Nixon, Rick Hughes, and Bud Wrenn (pastor of Integrity Community Church in Burlington). The ICT has a three-fold strategy of providing quality learning experiences, coaching pastors and staff of innovative congregations, and providing print and electronic resources for NC churches.

Learning Experiences

The Innovative Church Team provided a number of quality learning opportunities for North Carolina Baptists in 2003-04.

One method of partnering is to provide scholarships for NC Baptists to attend out-of-state conferences. A major learning experience for innovative churches each year is the Purpose Driven Church Conference hosted by Saddleback Church in Lake Forest, CA. This year, the ICT provided scholarships to six churches, including four Hispanic congregations. The Purpose Driven principles are making a real impact in North Carolina churches, and these scholarships are helping our congregations grow in their understanding of and ability to be purpose driven churches.

In addition to providing scholarships, the ICT arranged for discounted registration fees for a number of national and regional events. Discounts were obtained for the Purpose-Driven Church Conference, the Leadership Summit (hosted by Willow Creek and simulcast to 50 locations), and the Catalyst Conference (hosted by Andy Stanley at North Pointe Community Church outside of Atlanta). In all, over 150 North Carolina Baptists attended these conferences at a discounted rate.

The ICT also served as a planning partner for the Relevant Church Conference, sponsored by INJOY. The conference was held near Charlotte and drew participants from all over the United States. Over 200 North Carolina Baptists attended.

Wired to Grow

The Innovative Church Team partners with the Missions Growth Evangelism Group to sponsor Wired to Grow, which is a church growth conference for leaders of innovative congregations. The September 2003 event featured guest speaker Randy Frazee, bestselling author and pastor of Pantego Church in Arlington, TX. Nearly 100 people attended the one-day event, which was hosted by Hickory Grove Baptist's North Campus in Concord. The 2004 event will be held in mid-September and will feature Brian McLaren, Pastor of Cedar Ridge Church outside of Baltimore, MD and best-selling author of *A New Kind of Christian*, *Church on the Other Side*, and many others.

The ICT also partnered with the Hollifield Leadership Center to host Frazee for a second, smaller conference in Hickory on September 12 that drew nearly 40 pastors for a day of generative dialogue with Frazee.

CoolChurches.com

This is a website whose aim is to serve as a resource for innovative churches. Along with *CoolChurch News* (an electronic newsletter that is produced four times each year), the site serves as a forum for idea exchanging, event updates, articles, and links to resources that are of benefit to innovative pastors and congregations. An e-mail newsletter called *CoolChurch News* is published semi-monthly and reaches over 300 subscribers worldwide.

Innovative Church Community

This monthly learning community is sponsored and hosted by Integrity Community Church in Burlington. Pastor Bud Wrenn hosts one-day learning experiences for innovative church leaders from across the state. Although the majority of participants are North Carolina Baptists, the community is inter-denominational and has Methodist, non-denominational, and Wesleyan churches involved. The ICT gives financially to support the learning community, which regularly involves over 50 North Carolina Baptists. The community was formerly known as the Purpose Driven Church Community.

Church Coaching

Chad Hall has had the opportunity to coach with over 20 churches on topics related to innovative ministry, marketing, innovative worship,

postmodernity, and generational issues. One of the biggest areas of need has been coaching pastors who are finding their giftedness is leading them away from the traditional church setting and toward a more innovative or contemporary congregation. Another touch point has been helping congregations deal with staff and lay leaders who are ill-equipped to lead and minister in an innovative setting. As a whole, this is a burgeoning area of need and interest among North Carolina Baptists.

A number of innovative pastors have received coach training in 2003-04 and are now providing coaching for other church leaders. A total of 10 pastors were trained and are impacting the success of other churches across the state.

Chad Hall, Team Leader

MUSIC AND WORSHIP TEAM

Use of the web as a ministry tool is the name of the game for the Music & Worship Team. As of July 2004 the information and registration forms for Music and Worship Team ministries are on our newly updated website. A post card was sent out alerting churches to the change and giving them an option of calling the Music & Worship Team to order hard copy information. Participants in all Music & Worship events may register on-line. To see upcoming events for 2004-2005 go to www.bscnc.org/music, www.worshipnc.org or www.musicnc.org.

Music Festivals

State Music Festivals continue to play an important role within the music ministries of the local church.

The 2004 festival statistics are as follows:

- Adult Handbell Festivals (2): 827 ringers from 65 churches
- 2005 offers Adult PraisRing, April 22-23, and Youth Bell Festival February 18-19
- Youth Choir Festival: 538 singers from 28 churches
- Instrumental Festival (*See paragraph regarding partnerships*)
- Church Keyboard Festival (*See paragraph on Church Keyboard Festival*)

Summer Music and Worship Camps

"I've Got the Power: I can do all things through Christ" was the theme for the 2004 Music Week at Caswell. In its seventh year, reaching older children, youth, and adults, 237 children, 309 youth, 152 adults, 65 others, and 50 staff (most staff came from churches attending) for a total of

813 from 50 churches attend the camp. The purpose statement of the camp, formulated by the Summer Camp Planning Team, is to encourage and enable spiritual growth through music, worship, and fellowship.

In Western North Carolina, two music camps are held for youth at Camp Truett in Hayesville. The Middle School Camp was held June 21-25 and the Older Youth Music Week, held July 12-16.

NC Baptist All-State Youth Choir

The sixth North Carolina Baptist All-State Youth Choir took place this year on July 19-25 beginning on the campus of High Point University. The choir was directed by Gay Munzell, Music Associate at Park Cities Baptist Church, Dallas TX, and accompanied by Polly Bostic, Wingate University and Billy Summers, First Church Reidsville.

The 88-voice choir, selected from 14 different audition sites across North Carolina, performed concerts of worship at High Point University; Baptist Children's Hospital and Hanes Mall in Winston-Salem; First Church, Huntersville; Stonewall Jackson Youth Development Center, Concord; Gardens of Taylor Glenn, First Church, Albemarle, NC; Correctional Institute for Women, Raleigh; First Church Sanford; Wilkesboro Baptist, and Ardmore Baptist, Winston-Salem.

Traveling with the choir this year were Melanie Mattox, Judie Ritchie, Pam Stephenson, Patricia Turner, Teresa Aiken, Faithe Beam, Larry Ballard, Doug Thompson, Phil Campbell, Clif Harris, Josh Gurkin, and Neal Eller, Jr. Forty-three churches were represented among this group.

Next year's auditions will take place on February 5 and 12, 2005 in 14 locations across NC. The date for the 2005 All-State Youth Choir is July 17-24, 2005 and will be directed by Gerald Ware, Associate Minister of Music, Richardson, TX.

An eight-member team plans this statewide youth choir event, sponsored by the Baptist State Convention Music and Worship Team. The purpose of the All-State Youth Choir is to support and encourage youth choir ministry in North Carolina churches by offering worship through performance opportunities, musical development, and leadership development while striving for excellence in musicianship, resulting in changed lives.

Instrumental Expo

www.instrumentalexpo.com

On April 16-17, the Music and Worship Team partnered with the Music and Worship Team of the SC Baptist State Convention, Carmel Church,

Charlotte and Brad Matheson to sponsor the Eastern Regional Instrumental Expo. This two-day workshop for instrumental ensembles, orchestra members, and praise bands offered music reading sessions, master classes, and other classes to improve their worship ministry back home. Four hundred five attended this event.

Instrumental Expo 2005 is planned for April 16-17, 2005. This is an excellent training event for your instrumental ensemble director, praise band members, instrumental ensemble members and church orchestra members.

Church Keyboard Festival

www.bscnc.org/music

The Church Keyboard Festival was re-introduced in 2003. The November Festival registered 90 participants in two locations, Beck's Baptist, Winston-Salem and Trinity, Raleigh. Two top winners played at the NC Annual Session in 2003: Stephen Aber, Fayetteville and Devin Hocutt, Clayton. Any keyboard student or church musician wishing to further his/her ability to play worship music and to accompany congregational singing may participate.

Music Training

Our successful fall Music Leadership Training Retreat continues to see growth. The two 2003 retreats combined a recorded 222 participants from 71 churches. The following made up the 2003 faculty: John Purifoy, Don Chapman, Clif Harris, Neal Eller, Jr., Keith Pendergraft, Sherry Harrison, Libby Carlton, and Marilyn Burris. September 2004 we stepped into a brand new format for this training Extravaganza – "All For HIS Glory, Church Music Conference" – Tracks of study included: Preschool, Younger and Older Children's Music, Piano and Organ, Worship Leaders, Praise Team, Youth Choir, Music Directors, New: Video and Technology.

North Carolina Baptist Singers

The NC Baptist Singers began their new concert season last September with a two-day retreat at Caraway Conference Center, Asheboro.

The 150 Baptist Singers sang the following worship/concerts in the following locations for their 2003-2004 season: Temple Church, Durham; annual session of the Baptist State Convention; First Church Greensboro; Elizabethtown Church, First Church Albemarle; and Ardmore, Winston-Salem.

Spring 2005 concert schedule includes: Oakmont, Greenville, Campbell University; First Church Clinton; First Church Mount Airy and First Church Greensboro.

Mission opportunities

The NC Baptist Singers also continued our partnership missions ministry to Alaska. Three groups did follow-up mission trips as a result of our 2002 Mission trip: Cornerstone, Charlotte, led by Susan Justice; Pleasant Ridge, Lawndale, led by Steve Austin and Music and Worship Team led by Dan Ridley.

Instrumental Mission Trip to Belgium: July 23-31, 39 instrumentalists from NC and eight other states partnered with Global Missions Project to spread the Gospel in Antwerp, Belgium ministering to refugees residing in refugee centers, to local church ministries and in secular venues to open up opportunities for future ministries. According to Dan Ridley, the group included a full orchestra, praise band, string ensemble; flute ensemble; brass ensemble; woodwind ensemble, recorder ensemble. The group led in training and relational experiences for the refugees.

Music and Worship Team Connecting with you...

Music and Worship Team free newsletter designed to resource North Carolina church musicians and worship leaders. **E-mail** – Join our e-mail list for Music and Worship by signing up on www.bscnc.org. You will receive *Connecting with You...* a monthly update of music and worship resources, conferences, festivals and much more.

Conclusion

The Music & Worship Team cares about you and your ministry. We have not forgotten what it is like to serve the local congregation. We have not forgotten that "Sunday comes three times a week," a saying that Dr. Jim Woodward from Oklahoma Baptist University would state many times.

We celebrate with you in your calling to further the Kingdom of God. God has placed His hand upon you and called you to stand firm on Holy Ground.

We are here to serve and resource you in your Worship and Music Ministry needs.

Finally, we would like you to know that we are here to listen, pray for you, and be a friend. The Music and Worship Team is here to serve you. Whatever your need, call Dan, Judy, or Neal and give us the opportunity to be of service. We are your friends! (800) 395-5102 ext. 413.

Neal Eller, Team Leader

PRESCHOOL AND CHILDREN MINISTRY TEAM

Preschool and Children's Ministry is a priority for many churches who want to impact the early years of faith development by providing quality faith experiences for both the children and their parents. More than 370 North Carolina churches have part-time, bi-vocational, and full-time ministers on their paid ministerial staff. Churches also are involving teams of laypersons to plan and implement effective preschool and children's ministries.

The Preschool and Children Ministry Team exists "to encourage, equip, and empower the church to be purposeful in the Christ-like development of children (Luke 2:52) through families and ministries." Team members include Janice Haywood (team leader), Tom Beam, Neal Eller, Jr., Cathy Hopkins, Janet Ivey, Steve Sumerel, Cara Lynn Vogel, Jeanie Whitehead, Gail Ledbetter, Suzanne Reece, Faye Edwards, Melissa Lewis (Ardmore Church, Winston-Salem), and Kristen Muse (Hayes Barton Church, Raleigh). These team members represent the preschool, children, and family ministries offered by the General Board staff to the churches and associations. A brochure outlining the services offered is available to ministers and churches.

The Preschool and Children Ministry team continues to receive numerous requests from churches for ministry consultations on space evaluation, committee or council ministry planning, teaching workshops, and parent seminars. A team member or one of our trained Regional Resource Specialists responds to each request through telephone consultations, on-site visits, or sending of appropriate resources.

An increasingly popular service provided by the team is preschool and children's "space walks" during which one of the consultants discuss in a walking tour with church staff, committees, or teams the safety, appropriateness, hygiene, and appearance of the building space used for teaching.

The fifth year of the Preschool and Children Ministry Certification, co-sponsored by the Preschool and Children Ministry Team and Campbell University Divinity School, enrolled 35 students in one or more of the six courses offered for the certification (12 semester hours). Ten students were awarded the Preschool and Children Ministry Certification this year, seven through Campbell University Divinity School and three through the Baptist State Convention of North Carolina.

The annual Preschool and Children Ministers Continuing Education Retreat and the Church Weekday Education Directors Retreat combined for "It's Your Serve." The keynote speaker was Madelyn Swift a nationally known speaker and writer and president of ChildRight. Mrs. Swift presented the concept of "discipline for life." Dr. Tony Cartledge brought the messages for the worship services and various preschool and children's ministers in the state conducted breakout conferences. A total of 100 ministers participated in this event at Caraway Conference Center.

The team has several resources to help churches with their ministry to preschoolers, children, and their families: "Protecting Your Church and Children: What Every Church Leader Needs to Know," "Parent-Child Dedication Services Planning Guide," "Building Blocks for Preschool and Children's Ministry," and "Preschool and Children's Ministry in New Church Starts."

Vacation Bible School continues to be an important ministry in churches. Training of associational leadership as well as local church leadership was conducted by a team of state specialists, led by Gail Ledbetter, part-time contract worker for VBS. The state VBS specialists team taught 153 associational trainers, and 40 associations held clinics in which 4,594 local church leaders were trained.

A variety of creative schedules and literature are used as churches seek to reach people through Vacation Bible School. Night VBS conducted during the summer months continues to be the predominant format used by churches.

Church Weekday Education

The North Carolina Baptist Church Weekday Education Association (NCBCWEA), along with a part-time consultant, assists churches of our state in providing quality weekday ministries. These ministries are in the form of Parent's Day Out, half-day preschools, full-day childcare, before and/or after school-age care, and church schools.

As more churches add one or more of these ministries, the challenge to provide support increases. The NCBCWEA exists to provide consultations and resources to help begin a new ministry, or improve an existing one. Emphasis is placed on helping the weekday ministry compliment the overall mission of each church while meeting the needs of the child, family and community. Continued education and support is also provided through a quarterly newsletter, *G.I.F.T.S.* published by the Association.

Because the unique distinctive of a church weekday education ministry is the opportunity to meet the spiritual needs of the young child, the NCBCWEA helps to meet that need through quality training. In January 2004 a retreat that brought together weekday directors and preschool/children ministers was held at Caraway Conference Center. Nationally recognized author and speaker Madelyn Swift was featured at the two-day event for 100 attendees. First Church in Asheboro graciously hosted the summer workshop "Footsteps" on July 17, 2004. Sue Raley from Nashville, Tennessee was the keynote speaker and featured conference leader. More than 375 participants received quality instruction in teaching and ministry from the 49 conference choices provided.

This year the NCBCWEA completed a *Church Weekday Ministry Evaluation Guide* in CD format. Designed as a self-study, the guide evaluates the CWE ministry and its relationship to the church in the areas of mission and ministry, administration, staffing, program and curriculum, special needs children, safety and hygiene, physical environment, and food and nutrition. Achievement is recognized on three levels. Churches and CWE ministries that participate have the potential of strengthening their partnership and increasing their vision of outreach through the CWE ministry to the community.

Janice Haywood, Team Leader

PASTORAL MINISTRIES TEAM

The Pastoral Ministries Team relates to the personal and professional needs of ministers and churches. Our team is composed of:

- M. Wayne Oakes, Senior Consultant/Team Leader, who coordinates the annual "New Minister Orientation" conference, administrator of the Sharing System (to share names of ministry candidates with churches), works with pastor and staff search committees, provides training for churches in conflict management or seeking a spiritual direction process.
- David Moore, Senior Consultant, who assists ministers with "Personal Ministry Consultations" and with "Emergency Assistance" for terminated ministers.
- Larry Jones, Consultant, who provides assistance in Military Ministry and Chaplaincy to churches and associations ministering to military personnel and their families, also,

plans and conducts conferences, programs, and events to enhance the ministry of military, industrial and institutional chaplains.

- Jo Ann Walton, Secretary to Senior Consultant and Administrative Assistant. This involves managing all of the day-to-day tasks of our area, and secretarial work for scheduling Personal Ministry Consultations, Emergency Assistance, Military Ministry & Chaplaincy, and Deacon Ministry.
- Eloise Goode, Part-time Secretary, who assists with the Sharing System and other tasks.

We receive the calls that relate to one's calling to ministry and also being called to and/or from a ministry. Our goal is to encourage healthy ministers and healthy churches. We emphasize biblically based communication—responsibility and accountability to issues but soft on people. We encourage procedures that minimize trauma to ministerial families and that protect the reputation and witness of the church in the community. There are a number of ways that we engage ministers and churches.

Assisting Ministers

- We offer a “*Personal Ministry Consultation*” that allows the minister and spouse to spend two days with a trained counselor in order to explore God's Calling on his/her life. Pastoral Ministries provides a statewide network of personal ministry consultants for this purpose.
- We provide an online “*Sharing System*” by which we share names of ministers with churches. At this writing we have 2,971 ministers registered with us—1,297 of these are in state and 1,291 are from out of state. To date we have shared 312,328 ministers' names with inquiring churches.
- We annually provide a two-day orientation experience for new ministers coming into our state and/or ministers who are serving in their first ministry position. Held in the Cary offices, this acquaints them with the work and ministries of the Baptist State Convention of North Carolina. Training and resource materials are also provided. In 2005 “*New Minister Orientation*” will be held March 15-16.
- We provide a three-day training opportunity for ministers and spouses on “*Surviving Conflict In Ministry*.” The purpose of this training is to assist ministers in understanding themselves, their own response to conflict, and to assist them in developing skills to better cope with conflicts.

- We offer a “confidential ear” as a minister explores the reality of God's Call to ministry or to and from a particular position of ministry.

Assisting Churches

- We provide resources and training for Pastor or Staff Search Committees. Through a resource called “*Finding a New Pastor for Your Church*” we provide a ten-step process in guiding a search committee through a process of self discovery, appropriate background checking, and writing a covenant agreement to clarify expectations of the minister. We also provide persons who will come at no cost to the church and walk them through this process. Many associational missionaries in our state are also using this or other resources to assist pastor selection committees in their association.
- We provide an online “*Sharing System*” by which we share names of ministers with churches. The committee enters its search criteria and the computer shares with them the names of persons who match a high percentage of their search criteria. At this writing we have 2,085 churches registered with us—1,334 of these are in state and 751 are out of state.
- We provide resources to assist churches that are dealing with conflict that is hurting relationships and the ministry of the church. There are two resources currently available.
 - We provide a manual at no cost called “*Finding a Way Through Conflict*.” This provides a do-it-yourself model for an appropriate, biblically based communication process. It also includes a series of “exit strategies” should it be necessary to take definitive action on some issue.
 - Dr. Bruce Powers, Dean for Graduate Programs, Campbell University Divinity School, has written “*Covenant Ministry*.” It is a Christ-honoring and Bible-based manual designed to help ministers and congregations build strong and productive partnerships. It can also be used to enhance or renew existing relationships between minister and church. Pastoral Ministries makes it available for a cost-recovery fee of \$3.00.

Resources to Assist Church and Minister

The Military Ministry/Chaplaincy Consultant works alongside military, industrial/institutional, health-care, law enforcement/fire department, prison chaplains and others to strengthen their

work and to develop partnership relationships between them and local Baptist congregations/associations.

We provide a Conflict Resolution Network that is available to assist with either a “*Conflict Resolution*” or “*Spiritual Direction*” in the life of the church. This is a four-month process that places a trained facilitator with the congregation to help persons hear each other and identify issues which need to be addressed. Through Problem Solving Groups (PSGs) the congregation prayerfully deals with its issues and moves toward wholeness and health.

We provide emergency assistance to terminated ministers when their tenure is abruptly ended and the ministerial family would suffer. Along with financial assistance we offer an “*Agenda For Healing Conference*” to assist ministers in moving beyond the trauma of termination.

Pastoral Ministries does a lot of listening, praying, and responding to the needs of both ministers and church members. Should you desire telephone, email, and/or “on site” discussion of your concerns, contact us. We are available for training and consultation for both ministers and church committees. When you have a concern or question, call us! Our team is available to support both ministers and churches with spiritual, emotional, and professional undergirding in times of both crisis and growth.

M. Wayne Oakes, Team Leader

CONVENTION RELATIONS



God, through the institutions and agencies of the Baptist State Convention of North Carolina, Woman's Missionary Union, North Carolina Baptist Men, Partnership Missions and our other missions partners, is doing great things across our state

and around our world!

Convention Relations is the umbrella group under which the institutions and agencies of the Baptist State Convention of North Carolina, Woman's Missionary Union, North Carolina Baptist Men, Partnership Missions and our other missions partners gather for representation in the administration of the General Board Staff.

Stewardship Development and North Carolina Missions Offering Promotion are very important elements of our group's ministry, too.

On the following pages, you have the opportunity to read and explore the multiple ways North Carolina Baptists are ministering to our neighbors at home and abroad thorough the excellent work of those who are a part of Convention Relations.

John Roberson, Executive Leader

BIBLICAL RECORDER

After celebrating its 170th anniversary in 2003, the *Biblical Recorder* remains true to its founding mission of publishing relevant news and fostering healthy dialogue among members of the Baptist State Convention of North Carolina.

Today's North Carolina Baptists face a constantly changing landscape as population shifts, cultural trends and denominational debates each leave their mark. As always, Baptists find a variety of ways to express their identity. North Carolina Baptists have a clear need to be informed of the many issues affecting Baptist life, mission work and mutual cooperation.

The *Biblical Recorder* exists to provide this needed service to Baptists in North Carolina and beyond. The *Recorder* staff works diligently to provide regular, dependable and balanced news coverage and analysis of the most significant matters relating to Baptist life. In addition, the *Biblical Recorder* includes a variety of supportive resources and feature articles designed to encourage and inspire as well as to inform.

The *Recorder* was privately owned and operated in support of Baptist work in North Carolina until 1938, when the paper was purchased by the Baptist State Convention and incorporated as an agency of the convention. It serves as the official news publication of the Convention, and seeks to serve the full spectrum of its churches.

The *Biblical Recorder* is widely acknowledged to be in the top echelon of state Baptist papers, winning national honors from the Baptist Communicator's Association every year since 2000, including the prestigious Burkhalter Award for news writing in 2001, and several first place awards for news writing and editorial writing.

As readers have shifted in their preference for electronic media over traditional print formats, the *Biblical Recorder* has developed and maintains a popular and rapidly growing presence on the World Wide Web. Our Web site, at www.biblicalrecorder.org, provides much of each

paper's content online, as well as to access classified ads, online Bible study resources and a portal to other news services. The site is frequently updated with breaking news items and other articles of interest.

The *Biblical Recorder* was one of the first state papers to create a website, and it remains a leader in the field. Google.com's prestigious page-rank feature perennially lists www.biblicalrecorder.org as the number one ranked Baptist news organization on the Internet. Web users in North Carolina and around the world now rival the number of those who read the Recorder's print edition, as an average of more than 40,000 unique visitors come to the site each month.

As a BSCNC agency, the *Biblical Recorder* receives annual support from Cooperative Program Missions Giving contributions, making it possible to offer the *Recorder* at subscription rates below the actual cost. Subscription packets and free sample issues are available. For more information, please contact:

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Larry Locklear, Chair, Board of Directors
Tony W. Cartledge, Editor/President

COUNCIL ON CHRISTIAN HIGHER EDUCATION

The Council on Christian Higher Education for the Baptist State Convention was founded in 1944. Since it's beginning, the Council has sought to honor one of the founding purposes of the Baptist State Convention of North Carolina. Historians tell us that when Thomas Meredith and 13 men met in Greenville, North Carolina on March 30, 1830, they dreamed of an organization that would educate young men for the ministry and employ missionaries. The Baptist State Convention of North Carolina has remained true to those founding values. The Council has championed the value of Christian higher education throughout its history.

As it fulfills its mission, the Council seeks to promote the value of Christian higher education among the members of our churches and cultivate good relations between the institutions and Convention. This mission is carried out through a variety of ways, including an annual "Baptist College Day" observance in our churches and

promotion of scholarship opportunities for North Carolina Baptists to attend institutions affiliated with the Council and Convention.

Campbell University, Chowan College, Gardner-Webb University, Mars Hill College and Wingate University take pride in their association with the Council and the Baptist State Convention. Each institution places a high value on maintaining the historical ties that binds them to the Baptist State Convention. The high percentage of students on their campuses who are Baptists bears witness to this tie.

Baptist Scholarship Recipients

Gifts to the Cooperative Program Missions Giving Budget for the Baptist State Convention made it possible last year for 499 North Carolina Baptists to attend our affiliated campuses. Those students are members of 316 North Carolina churches who are members of 69 associations throughout the state. The recipients of these scholarships are appreciative of the assistance they have received from Baptists.

Theological Education Grants

Optional Giving Plans B and C for the Baptist State Convention make it possible for members of North Carolina Baptist churches to pursue their theological training for places of ministry. Most of the grant recipients have chosen to attend the divinity schools at Campbell and Gardner-Webb Universities. Students attending either divinity school are eligible to receive \$110 per semester hour of study or \$9,900 for their degree program. Students who elect to enroll in certain other non-SBC institutions are eligible to receive \$500 per semester or \$3,000 toward their study program. Students who benefit from this program do not have to be members of churches that elect to give through Optional Giving Plans B or C. They must, however, be members of cooperating Baptist State Convention churches and commit to serve in North Carolina upon graduation from their studies. As a result of this grant program, churches and associations throughout our state have benefited from the talents and gifts of these committed graduates.

Clella Lee, President
John Roberson, Executive Director

CAMPBELL UNIVERSITY

Campbell University, originally known as Buies Creek Academy, was founded on January 5, 1887. Since its early days as an academy, Campbell has cherished and appreciated the special relationship

it has enjoyed with the Baptist churches of North Carolina and the Baptist State Convention of North Carolina.

Nearly 60 percent of the undergraduate students enrolled on the Buies Creek campus are members of North Carolina Baptist churches. Baptist students also predominate the five professional schools of law, pharmacy, education, divinity and business.

The relationship between the Baptist State Convention of North Carolina and Campbell University is at the forefront of the university's statement of purpose. . . "Campbell University is a Baptist university affiliated with the Baptist State Convention of North Carolina. Both in and out of the classroom, the university endeavors to present Christian principles to students and to foster their application in daily life."

Year in Review (2003-2004)

Campbell University began its 118th academic year with a new president, Dr. Jerry M. Wallace, as former president Dr. Norman A. Wiggins began his duties as chancellor. The fall semester brought a total enrollment of 9,451 students for all locations. On the main Buies Creek campus, a total of 3,969 undergraduate and graduate students were enrolled.

June marked the occurrence of the 34th annual Pastors' School and Board of Ministers Conference. Dr. Ken Altom and Dr. Tim Moore were recognized as Reavis Scholars at the annual conference. Trustee Charlotte Cook received special recognition and received the Distinguished Service award from the Campbell University Divinity School for her service to God and North Carolina Baptists.

Dr. Dennis Bazemore, former pastor of First Baptist Church, Wallace, NC, was called home to his alma mater to become the new Dean of Student Life (later he was promoted to Vice President).

Campbell University's worldwide influence and mission were further amplified in June when over 1,100 students graduated on the Malaysian campus in Kuala Lumpur, Malaysia.

Dr. David Hailey, pastor of Hayes Barton Baptist Church, Raleigh, NC, inspired and challenged the students, at the opening convocation, to "run with pride, run with determination, run with endurance. The race is not about speed, but about stamina."

The School of Pharmacy continued state and national supremacy as demonstrated by its graduates posting a 100-percent passage rate on the North Carolina Board of Pharmacy examination given in June. The passage rate on the national board exam was 98.8 percent. State and national examination passage rates since the

inception of the School of Pharmacy have been good indicators of the impressive work of the faculty and community preceptors.

Campbell's Norman Adrian Wiggins School of Law also continued to receive plaudits winning a national award, the E. Smythe Gambrell Professionalism Award, which was presented at the American Bar Association convention. Law school students tested their skills successfully against international competition in the *Willem C. Vis International Commercial Arbitration Moot Competition* in Vienna, Austria. In the competition, 136 institutions competed from 42 different countries. The Campbell team received an honorable mention in the best memorandum for claimant, which placed it in the top 10 percent of all the institutions represented.

Campbell University was named one of the top 100 schools in the Southeast by the Princeton Review. Baptist Press honored the student newspaper, *The Campbell Times*, when two of its writers received national awards.

A total of 676 degrees were conferred at Campbell University's winter commencement exercises, Saturday, December 13, in Carter Gymnasium. Of those, 85 received master's degrees and nine received doctorates. Dr. Michael Blackwell, president of the Baptist Children's Homes of North Carolina, was the graduation speaker and received an honorary doctorate.

Dr. Larry O. Harper, of Raleigh, NC, received an honorary Doctor of Divinity degree from Campbell University at the Founder's Day celebration held Tuesday, January 13. Harper, who is pastor of Forest Hills Baptist Church, was the keynote speaker at the event.

Over 500 RAs and their leaders were engaged in January in fun and festivities, enlightening them to life on a university campus. More than 400 girls and their leaders from approximately 50 North Carolina churches attended Campbell University's annual Acteans Day, Saturday, February 21.

Korean evangelist Dr. Billy Kim, president of the Baptist World Alliance (BWA), was the featured speaker at Campbell University's annual Staley Lecture Series, March 2-4.

President Wallace announced the appointment of Dr. Ben Hawkins as the new Dean for the Lundy-Fetterman School of Business. Hawkins previously served as vice president of Academic Affairs and Student Life for Louisiana College in Pineville, LA.

Secretary of State Elaine Marshall, former U.S. Senator Jesse Helms, and Dr. Jim Royston, executive director-treasurer of the Baptist State

Convention of North Carolina, were among approximately 1,000 guests who attended the inauguration of Dr. Jerry M. Wallace as the fourth president of Campbell University. Wallace was inaugurated Friday, April 2, on the mall of the Lundy-Fetterman School of Business. Weeklong festivities surrounded the inauguration. Other highlights during the week's memorable events were Dr. Ralph Wood's Lecture-Symposium on Monday and Tuesday, March 29 & 30. Wood, a professor at Baylor University chose as his topic "A Radical Vision for the Christian University." It was a dynamic presentation on seeking academic excellence in contemporary Christian universities.

The Campbell University ROTC Battalion was recognized as being in the top 15 percent of the nation's 271 cadet commands for the year 2002-2003, according to Major General Alan W. Thrasher, commander of the U.S. Army Cadet Command at Fort Monroe, VA.

Dr. Tony Cartledge, editor/president of the *Biblical Recorder*, gave university graduates the formula for a successful spiritual life in his baccalaureate address delivered Sunday, May 9.

A total of 734 graduates received degrees at Campbell University's spring commencement exercises held Monday, May 10, as commencement speaker Edwin Graves Wilson pointed out it is their name that will become their most prized possession.

Campbell continues to offer undergraduate and graduate classes in evening programs at various sites across the state. Full-service programs are offered in Eastern North Carolina at Fort Bragg and Pope Air Force Base in Cumberland County, Camp Lejeune/MCAS New River in Onslow County, and two sites in Wake County's Research Triangle Park. Campbell is one of the nation's largest providers of military extension education.

Campbell is also involved in a tripartite cooperative program with the University of Ulster in Belfast, Northern Ireland and Tunku Abdul Rahman College (TARC) in Kuala Lumpur, Malaysia. Campbell's program at TARC has an enrollment of close to 3,000 students.

The entire university family appreciates the prayers and financial support of the Baptist State Convention of North Carolina. We are unapologetically a Christian university of higher education and we proudly proclaim that our graduates become the "salt of the earth and the light of the world."

Harold B. Wells, Chair of Trustees
Jerry M. Wallace, President

CHOWAN COLLEGE

The 2003-2004 academic year at Chowan College has proven to be one of the most successful years in recent history. A major highlight of the year was the decision by the Board of Trustees to appoint Dr. M. Christopher White as permanent president of the college beginning May 2004. Dr. White has been at the helm since July 2003. Inauguration ceremonies for the twenty-second president are to be held on Thursday, September 9, 2004 in Turner Auditorium, McDowell Columns Building. This milestone in the life of the college has garnered a great deal of optimism and hope for a prosperous future.

Major strides have been made in further enhancing the quality of the college community over the past year under the capable leadership of Dr. White. Early on, the academic program was reorganized into five divisions: Humanities; Fine Arts; Professional Studies; Education, Psychology, Sport Studies; and Natural Science. Division Heads were appointed to leadership roles in the five areas and thirteen departmental chairs remain responsible for each of the academic departments.

The Department of Religion and Philosophy at Chowan College has just unveiled two new degree programs. A Bachelor of Applied Science in Innovative Ministry Leadership has been added. In conjunction with the Department of Music, Chowan is also offering a Bachelor of Applied Science in Innovative Music Ministry. Both programs were approved by the Board of Trustees in April and will be available for student enrollment fall semester 2004. Chowan will also continue to offer the Bachelor of Arts in Religion.

The Scholars Program was unveiled and approved May 2004. The Chowan College Scholars Program offers a setting in which talented and extremely motivated students can pursue their interests as part of a small community of scholars. This selective program provides an intimate collegiate atmosphere where students can work closely with peers and professors in a blend of classes and seminars. Courses are specially designed to develop students' writing and discussion skills and their ability to think critically beyond the norm. Classes and seminars are taught by faculty interested in enriching their students' academic experience. Cultural events and field trips are other ways the program enhances the learning experience. Students also have opportunities for presenting their research and building social responsibility in community service. The Scholars Program is slated to begin fall semester 2005.

The United States Department of Education renewed Chowan's Upward Bound program for another four years. Chowan's Upward Bound Program has served the Roanoke-Chowan region for 27 years. Frank Stephenson, Chowan alumnus, has served as program director since the inception of the program.

Alpha Lambda Delta, a national freshman honor society, approved Chowan's petition to establish a chapter on campus during the academic year. The society has roughly 30 members and is sponsored by Dr. Gladys DeJesus, Professor of Economics and Dr. Deborah DeMarey, Assistant Professor of Biology.

The rank of Distinguished Professor was established and is earned by any faculty member who exhibits significant contributions to the college and the greater community throughout his or her career. Such contributions reflect initiative and energy beyond the standards of excellence expected of faculty members. Creativity, resourcefulness, and personal dedication are the hallmarks of Distinguished Professors. During the April meeting of the Board of Trustees, Dr. Andrea Eason, head of the Division of Professional Studies, Dr. Kenneth Wolfskill, head of the Division of Humanities, and Dr. Garth Faile, head of the Division of Natural Science and member of Murfreesboro Baptist Church, were awarded the honor of Distinguished Professor.

Endowed Professorships are not new to Chowan College. However, Dr. J Brabban (member of Murfreesboro Baptist Church), chair of the Department of Religion and Philosophy, was appointed as the E. Lee Oliver Fagan Professor of Bible during the meeting of the Board of Trustees in April 2004. This is one of three endowed professorships at Chowan College. Dorothy Wallace, Chair of the Department of Business, has held the Colgate Whitehead Darden, Jr., Professorship of Business since 1989 and is a member of Woodland Baptist Church. Frank Benevento, Assistant Professor of Graphic Communications, and Dr. Jack Simich, Assistant Professor of Graphic Communications, jointly hold the James T. Knight Professorship in Graphic Communications.

The Alden Foundation of Worcester, Massachusetts, awarded Chowan \$100,000 to provide equipment for "Smart Classroom Technology" in McSweeney Hall. It is Chowan's responsibility to match this gift with \$200,000 in an effort to refurbish the facility that will house the new state-of-the-art technology. The Campaign for Business and Technology is now underway to match the Alden Foundation gift.

The 2004 Mary Frances Hobson Lecture and Prize for Distinguished Achievement in Arts and Letters was awarded to poet, Chuck Sullivan of Charlotte, NC, on May 3. Sullivan has published six books, including *Vanishing Species*, *A Catechism of Hearts*, *A Dream of Lions*, *The Juggler on the Radio* and *Longing for the Harmonies*. He has won South Carolina's Best Poetry Book Award and the North Carolina Poetry Council's Best Book Award. The Hobson Lecture and Prize is funded through the generosity of the Hobson Family Foundation. The award has been presented annually since 1995.

On the heels of a banner year, Chowan continues to operate comfortably within its means. The endowment continues to grow, donor participation has increased dramatically, enrollment has remained steady and the spirit of Chowan is strong and poised for the future. A total of 789 students were enrolled during the fall semester of 2003 and 126 students received the bachelors degree during commencement ceremonies May 15, 2004. Graduates were the highlight of the commencement program and a number of them presented remarks representing various aspects of campus life. Forty percent of the student body is North Carolina Baptist.

Founded October 11, 1848, as Chowan Baptist Female Institute, Chowan College has a rich North Carolina Baptist heritage that stems back to Mulberry Grove, a plantation in the St. Johns community located in Hertford County. It was at the dining table of Baptist deacon, Dr. Godwin Cotton Moore, a distinguished North Carolina Baptist, that the concept of what would become Chowan College was formed. For more than 156 years, Chowan has fulfilled its goal of providing educational opportunities, within the Baptist tradition, to men and women across the state of North Carolina. We are thankful for the special relationship that we share with the Baptist State Convention of North Carolina and the Baptist churches in the state.

A final note of gratitude is expressed for the services of former Chowan College Board of Trustee and Board of Visitor members deceased during the 2003-2004 academic year: Marguerite L. Davis, of Conway, North Carolina and Russell Hull, of Elizabeth City, North Carolina. Their legacies will live on in the life of Chowan College.

Bynum R. Brown, Chair of Trustees
M. Christopher White, President

GARDNER-WEBB UNIVERSITY

Gardner-Webb University (GWU) has embarked upon the 2004-2005 school year with plans to make it one of the most significant in GWU history. The institution is celebrating its centennial this year and is marking the occasion with a year-long series of events for those associated with the university from past and present. In the midst of the grand celebration, however, will be another landmark decision -- the GWU presidential search committee is at work and hopes to bring forth a candidate as the university's twelfth president by mid-2005.

To ensure stability while preparing for the transition to new leadership, the GWU Board of Trustees extended the contract of Dr. Frank Campbell as president through June 30, 2005. Dr. Campbell, who has served since October 31, 2002, has provided vision and leadership to the university as it continues to effectively set and reach its short-term and long-term goals. In fact, during Campbell's tenure the university has experienced notable progress in fundraising, admissions efforts and capital projects. Total enrollment in Fall 2003 exceeded 3,800 for the first time in GWU history and the institution expects Fall 2004 overall enrollment to approach the 4,000 plateaus.

Therefore, as the university looks forward to new beginnings while celebrating 100 years of achievements, one element of the institution that remains unchanged is its gratefulness to North Carolina Baptists and the Baptist State Convention of North Carolina. Prayers and support, as well as resources like those from Cooperative Program Missions Giving, have continued to move GWU into a bold and exciting future as one of the proud North Carolina Baptist colleges.

As a matter of reflection, the 2003-2004 academic year will long be remembered as a time of accomplishment, growth, transition and progress. Perhaps saving its most spectacular news for the end of the spring semester, Gardner-Webb proudly awarded its first-ever doctoral degrees during commencement exercises in May. The Doctor of Ministry (D.Min.) degree program had three graduates -- Gerald Bontrager of Statesville, NC; Brian Johnson of Knoxville, TN; and Mark Gaskins of Wingate, NC -- who walked across the graduation platform to thunderous applause in recognition of their place in GWU's history.

And while the spotlight shone brightly on these three, spring commencement was noteworthy for two other reasons as well. Martha Mason, a GWU alumnus who has spent nearly her entire life in

an iron lung, was presented with the honorary doctorate of humanities degree. Doctors speculate that Dr. Mason may now have lived in an iron lung longer than any human being. An accomplished author and scholar, Dr. Mason was honored at the graduation ceremonies through a videotaped presentation due to her inability to travel. Yet, another important note of graduation was the size of the graduating class. Approximately 800 received degrees in May, by far the biggest collection of graduates at one time in GWU history.

The spring of 2004 also marked the end of an NCAA investigation into the GWU Department of Athletics. In March, the NCAA announced probation and sanctions that stem from difficulties the university experienced in transitioning from Division II to Division I competition, including the monitoring of processes that ensure the eligibility of student-athletes. New policies and procedures are now in place, and a new attitude of compliance and accountability had been established within the Athletics Department. The Board and President Campbell thanked the NCAA for its fairness and guidance during this difficult time and assured the University's constituencies that athletics at Gardner-Webb was on track to succeed greatly on and off the playing fields.

The 2003-2004 academic year also featured several new appointments to key positions. Mr. Ralph W. "Scoot" Dixon was named Senior Vice President for University Relations and Development, a position he had previously held at GWU before becoming the Executive Director of the North Carolina Baptist Foundation. In turn, Dr. Jack Buchanan, who had been Gardner-Webb's director of the Doctor of Ministry (D.Min.) program and director of admissions for the GWU School of Divinity, was promoted to Vice President for Enrollment Management.

The School of Divinity experienced its share of transitions as well. Dr. Wayne Stacy resigned as dean to become Senior Pastor of Southside Baptist Church in Jacksonville, Florida. His tenure as dean was marked by significant efforts to raise the profile of the School of Divinity across the southeast and the United States. Dr. Robert Canoy was named acting dean while a search process for a new dean was set in place.

Elsewhere in the School of Divinity, Dr. Danny West was named director of the D. Min program, the Rev. Clinton Feemster was named director of the Center for Congregational Enrichment, Toby Ziglar was named director of admissions for the School of Divinity, and Melanie Nogalski was named director of the innovative Lilly Vocational

Program for Youth. In related news, the university was pleased to announce this past year that Lilly Endowment Inc. of Indianapolis, IN, had looked so favorably on GWU's Lilly Program to help youths identify their calls to ministry that a \$150,000 sustainability grant had been awarded to GWU to continue the program's initiatives.

Other superlatives highlighting the 2003-2004 year included the exciting changes to the GWU landscape. A new stadium complex was completed in August and featured much needed office and classroom space, most notably was approximately 3,000 square feet for the Athletic Training Education program, one of the most popular and fastest growing academic majors at GWU. The Athletic Training Education major has dramatically increased its status among regional programs of its kind by gaining national accreditation from the Commission on Accreditation of Allied Health Education Programs (CAAHEP) this past year. In addition, seating capacity in the stadium was substantially increased for football, soccer and track and field contests.

Other construction projects included an additional student apartment building that will ease the on-campus housing shortage GWU has experienced with increasing enrollments. Improvement also was scheduled for several academic areas, including communication studies, music and science. All of the capital improvements are part of a five-year plan by GWU trustees to add state-of-the-art facilities for students and faculty.

The GWU student body as a whole enjoyed another noteworthy year in and out of the classroom. Among the highlights was a recommitment to the university's Honor Code in January in which a special opening convocation ceremony for the spring semester featured all students and faculty receiving and reviewing the standards of high moral and educational conduct. Yet, another highlight of the academic year was news that GWU students have a new career option thanks to a landmark agreement signed by GWU and the YMCA of the USA to create the new Gardner-Webb University Student YMCA. The program allows students to prepare for careers in the non-profit sector while pursuing the degree of their choice. The program signifies the first partnership between the YMCA of the USA and a college in over 50 years.

The quality of the student body in 2003-2004 also set new standards of excellence at GWU. The average GPA for incoming students was over 3.4 and the average SAT was 1100. The student-athletes especially thrived on and off the playing

fields as 115 young men and women were named to All-Academic teams for the Atlantic Sun and Big South conferences.

In addition, many students again participated in Ministerial Education (M.E.) Days, which allow undergraduate and graduate ministerial students the chance to preach in Baptist churches in area associations through a cooperative arrangement with the GWU Office of Campus Ministries. That office continues also to offer the weekly DIMENSIONS program to students, which features prominent speakers and performers who bring positive messages of their Christian faith each Tuesday throughout the academic year.

As well, a great number of students worked together with professors, students from sister institutions and the Baptist State Convention of North Carolina to carry the Gospel to the mission field during 2003-2004. Several groups spent their spring breaks this past year at locations such as Alaska, Honduras, El Salvador, Poland and Illinois.

Overall, the 2003-2004 year at GWU exceeded expectations and laid the groundwork for a truly remarkable centennial year. As a leader in the Baptist community, Gardner Webb takes seriously its responsibility as a beacon of quality Christian higher education to the state, region and the nation. The decisions made by the Board of Trustees and the administration will continue to reflect that philosophy as the University charts a course in the 21st century.

Neal Alexander, chair, Board of Trustees
Frank R. Campbell, President

MARS HILL COLLEGE

Dr. Dan G. Lunsford was officially inaugurated as President of Mars Hill College on November 7, 2003. The theme he chose for his inauguration, "Preserving the Past; Assuring the Future," will also serve as the theme of the college's upcoming sesquicentennial celebration. During the 2006-2007 school year, Mars Hill College will celebrate its 150th year with a commission of 23 members implementing a comprehensive plan for the Sesquicentennial.

Student Enrollment

Mars Hill College continues to see steady growth in admissions. We expect 40 to 50 additional full-time students for the fall semester 2004, increasing enrollment to more than 950 traditional students. Typically enrollment drops from fall to spring semester by 10 percent. In spring semester 2004, enrollment dropped only 5.5 percent.

The Adult ACCESS program increased in Fall 2003 with an enrollment of 413 students. This represents an increase of 19 percent over the 346 students registered in the fall of 2002. Students registered in the spring semester jumped from 386 enrolled for 3,677 hours in 2003 to 418 for 4,125 hours in 2004. The growth in ACCESS is attributable to the opening of a Hendersonville, NC site in the fall of 2003. In addition, enrollment grew as a result of an increased number of teachers seeking ESL (English as a Second Language) licensure and full implementation of the new Special Education major. This year, Mars Hill also offered its first online class, "Introduction to Special Education," for 25 adults.

Academic Organization

The program review committee's recommendations regarding a new academic structure were implemented with the exception of hiring a Vice President of Academic and Student Affairs. A search committee is actively working to find the successful candidate for that position. It is anticipated that interviews will occur in the late fall 2004 or early spring 2005 with an employment decision by the end of academic year 2004-05. We continue to remain focused on achieving greater efficiency in academic programs while promoting effective student learning.

Marketing Efforts

Two successful Honor Scholars Days were held in the 2003-04 academic year with a larger number of students competing for scholarships. A thorough plan or "follow up" was implemented after scholarship awards were announced. The MHC video developed in the fall has been mailed to more than 1,000 Baptist churches and high schools. New publications (catalog, viewbook, financial aid and direct mail brochure) are being updated, rewritten and newly designed.

Capital Improvements

At the fall 2003 meeting of the MHC Board of Trustees, a feasibility study was commissioned to determine the viability of a multi-million dollar campus-wide comprehensive capital campaign. Campus-wide discussions were held to determine possible capital and endowment campaign priorities. Leadership groups included the Academic & Administrative Councils, the Board of Trustees, Foundation Board and the Board of Advisors. Under the leadership of E. Lee Cain, Institutional Advancement Committee Chairman, the consulting firm of G. William Joyner, Jr. Consulting, Inc. was employed for the feasibility study. Mr. Joyner conducted face-to-face interviews

and personally corresponded with those he was unable to visit. The interview results were presented April 22 to the Institutional Advancement Committee. The Board of Trustees voted at their May meeting to proceed with the first phase of a capital campaign.

Church Relations

Significant strides were made this year in church relations. The Church Relations Council continues to meet regularly for the purpose of advisement, dialogue and concrete suggestions regarding ways we might be better connected to local congregations. Our first annual Church Fair was a major success, with 18 churches participating. An exciting partnership has begun between MHC and the Asheville Baptist Ministers Union in which MHC faculty are providing theological, biblical and pastoral training to pastors and lay leaders.

The Ramsey Center for Regional Studies

Cassie M. Robinson was hired as Coordinator in August 2003. The Center has contracted with educational and library designer Rob Neufeld to renovate spaces in Renfro Library under a \$150,000 grant from the Janirve Foundation. Mars Hill College and the Eastern Band of the Cherokee Indians successfully cohosted the Appalachian Studies Association Conference in March. MHC faculty Tom Plaut served as ASA President and Carol Boggess served as program chair. Cassie Robinson employed the resources of the center to support her work as Scholarship Chair for the Association. Digitized photos for the Digital Library of Appalachia will be submitted to the North Carolina Echo project (*Exploring Cultural Heritage Online*).

Notable events during the 2003-2004 year include:

- Presidential Inauguration, November 7, 2003
- Jim Cox, Vice President for Institutional Advancement Emeritus, was honored at Jim Cox Day on December 13, 2003
- Significant additions to the campus beautification and safety were completed, including uniform signage and street light installation, new sidewalks and crosswalks.
- Jay Ledford, Director of the Bailey Mountain Cloggers, was elected to the National Clogging and Hoedown Council All-Star Hall of Fame for promotion of the art form.

Troy Day, Chair of Trustees
Dan G. Lunsford, President

WINGATE UNIVERSITY

A strong commitment to faith, knowledge and service continues to guide Wingate University's mission of providing high quality Christian higher education.

During the past summer and academic year, the students, faculty and staff at Wingate University have nurtured their faith, expanded their knowledge and extended helping hands through service.

Wingate students, under the direction of the Minister to Students Rev. Dane Jordan, find opportunities for worship, Bible study, faith development, fellowship and service. More than 300 students are active members of the Christian Student Union (BSU) and other student Christian organizations on campus.

The students at Wingate have taken the lead in finding ways to serve the community and improve the quality of life for area families. This past year, Wingate students logged more than 16,000 hours of community service through the UCAN (University Community Assistance Network). Some even traveled to Tallahassee, Florida to work on a Habitat for Humanity Project. Others have been involved in mission work in Asia and Africa.

Local projects included mentoring and tutoring in local schools, working with Special Olympics, participating in a week of activities to raise awareness of hunger and homeless issues and raising more than \$2,000 for world hunger through Wingate's first Crop Walk for hunger.

As part of their Wingate experience, students continue to find opportunities for local church ministry through the area churches of their choice as well as through a myriad of faith-based missions projects. Several Wingate students serve as part-time or volunteer staff in churches in the area surrounding Wingate.

Worship experiences and pastoral care services have expanded for both students and faculty through the Minister to Students and the University Chaplain Dr. Mark Gaskins. Weekly worship opportunities were held each Thursday for students, faculty and staff. These weekly chapel services averaged 200 attendees and featured speakers and musical groups from the surrounding areas. Faculty and staff also attended special holiday services during Advent and Holy Week led by the university chaplain.

Another new development at Wingate is the addition of Erin Walker as Educational and Vocational Counselor. Erin began her mission on campus in the summer of 2003 to help Wingate

students discover God's call in their lives and to help high school youth understand God's call in their lives. This year, a new organization called Earthen Vessels formed to help Wingate students understand and study the various areas of ministry to which they may be called by God to serve.

Erin also traveled extensively throughout North Carolina, Georgia, Tennessee, Kentucky and Virginia speaking with youth groups and private high school groups about hearing and understanding God's call in their lives.

During eight weeks this past summer, the University campus came alive with smiling youth from the Passport youth mission camps. Wingate continued to serve as one of four sites in the nation to host these camps. More than 2,000 youth from 10 states discovered Wingate through their Passport experience. This year, Wingate also hosted two Passport Kids camps for more than 300 children from Virginia, North Carolina and South Carolina.

For area ministers, Wingate University is a valued resource as well as a pathway to continue their education. Held in conjunction with the University Ministerial Board meetings in October and April, two continuing education opportunities offered area clergy an opportunity to expand their horizons.

In April, Dr. Wayne Stacy, Dean of the Gardner-Webb University School of Divinity, led a seminar on preaching in the postmodern context. In October, Dr. Mike Cogdill, Dean of the Campbell University Divinity School, led a seminar on family ministry.

In the area of ministry, Wingate University's reach extends beyond the campus. This past year, the University Chaplain frequently served as supply preacher and guest minister for special events in churches throughout the Carolinas and visited several associational meetings. In addition, faculty/staff members who are ordained ministers also served as interim preachers and guest ministers for special events or as interim pastors throughout the community. The University Chaplain also made frequent visits to pastors throughout the state.

Wingate is very excited to continue its mission of reaching out to the community with a special ministry coming to campus this fall. The University will invite ministers to apply to participate in a one-week sabbatical program. Wingate will host two ministers in the fall and two in the spring. The program provides lodging, meals and access to the library, classes and offers dialog opportunities with the faculty. Ministers

may apply for consideration by submitting a proposal for their week of study. This program provides selected ministers with a unique opportunity to spend a week in focused study that will enhance their ministries in their home churches.

At Wingate University, great things are also happening on the academic front. With 35 academic majors, an off-campus university at the Matthews Center and one of only three pharmacy schools in the state, Wingate is expanding its academic excellence on many levels.

The undergraduate admissions office is taking a “can do” approach to student recruitment with a fresh new approach to marketing. The new approach resonates with students who are looking for a solid academic education with ample opportunity for taking an active role in global studies, career discovery, service learning, faith nurturing and sports and fitness.

Moving beyond the bounds of the traditional academic experience, Wingate actively engages students in their education through hands-on learning and a low student/teacher ratio.

“Wingate provides a family-like atmosphere that has allowed me to excel in my studies and to do a number of different campus activities,” said Neil Blot, a 2004 Wingate graduate. For Blot and the more than 1,500 other students attending Wingate, quality of life continues to rank high (90 percent) in student surveys. They are pleased to know that they can find the right balance of academics and opportunities for service learning and faith development at Wingate.

Wingate appreciates the continuing prayer and financial support of the Baptist State Convention as we work together on our common mission to help students, faculty and staff develop the spiritual dimension in their lives. We look forward to mutual success as we work together on mission-critical activities in our partnership with the North Carolina Baptists.

C. Thomas Wilson, Chair, Board of Trustees
Dr. Jerry McGee, President

COUNCIL ON CHRISTIAN SOCIAL SERVICES

Our Council is very grateful for and proud of the efforts of the Baptist Children's Homes, Baptist Hospital and Baptist Retirement Homes as they continue to minister in an ever-increasing field of social needs in North Carolina. Their commitment and hard work, along with the gifts of North Carolina Baptists continue to make life much

better for those in need of loving care, a kind heart and an understanding face through difficult times. We believe these institutions clearly carry out the command of Jesus as recorded in Matthew 25 that we minister to the least of these our brothers and sisters.

Baptist Hospital's School of Pastoral Care has expanded its Care Net Program to 22 locations throughout the state, providing excellent patient care, training in pastoral care and consultation, assistance to churches. Through the Mother's Day Offerings the gifts of North Carolina Baptists have helped relieve the financial burden of patients who could not pay the costs of much needed health care. At the time of this writing the Mother's Day Offerings were up 13 percent over last year's.

The Department of Chaplaincy and Pastoral Education provides training in pastoral ministry to nearly 55 students per year, and extends compassionate spiritual care to patients and families through 60,000 ministry contacts. Our North Carolina Baptist partners, through Cooperative Program Missions Giving, allow tuition to be affordable for these ministers. Our churches reap the benefits, as pastors learn to provide high quality pastoral care in times of crisis, deepen their own faith, and enhance their evangelism.

North Carolina Baptist Retirement Homes are located in five locations across our state. They are the Gardens of Taylor Glenn, Concord; Hamilton Baptist Home, Hamilton; Brookridge Retirement Community, In Home Care, Inc., both in Winston-Salem; Taylor House, Albemarle; and Western N.C. Home, Asheville. Through these homes there are three levels of care offered: Independent Living, Assisted Living, and Nursing Home Care. The Baptists of the state continue to offer \$2,000,000 worth of free service mostly to those in the nursing homes. Our promise is to “provide care for them as long as they live.” The care provided by these homes is of high quality, comfortable, and places that the clients deeply appreciate.

Baptist Children's Home of North Carolina serves 2,000 children through our locations in 12 communities across the State. Thanks to the generosity of the Baptists this work continues to hold up Christ as the model for these children. They experience Christ-like workers and employees who help them know they are loved, supported and encouraged. They are given the opportunity to grow up into responsible adults that contribute to the strength of our churches and our nation and our world.

Our Council has visited the sites of these agencies and as a result have come away with the strong sense that we are about the healing ministry of Christ in many remarkable ways though these institutions.

We have much to thank God for in regards to our dedicated social services institution and dedicated North Carolina Baptists for their giving. However, the challenges before us are ever growing and we must continue to meet them with much prayer, increased commitment and financial giving.

Marvin Gold, President
Dan Euliss, Liaison

Baptist Children's Homes of North Carolina

Above and beyond — these words best describe what North Carolina Baptists did last year! Churches around the state came mightily to the aid of Baptist Children's Homes (BCH) in 2003-04 as their beloved institution faced one of its most critical financial times. Prayers, money, and gifts of food, towels, sheets, school supplies, and clothes flooded in. These showers of blessings softened the blow of a nearly four million-dollar budget cut. Thank you.

History was made as churches from all 80 Baptist Associations gave food to BCH's first-ever statewide food roundup. Nearly 500,000 pounds of food were collected filling every available space on our campuses. Directors of Missions graciously opened their offices as collection points for the food. Churches delivered food filling their offices, halls and storage rooms. Trucking companies picked up the food from the Association offices and delivered this great expression of your love and concern. *Thank you.* (The next Food Roundup is slated for April 2005.)

Last year, nearly 2,000 videos of *Jennifer's Story* were distributed to churches. The video told how North Carolina Baptists made a difference in the life of Jennifer Shore. Jennifer found hope and healing at Baptist Children's Homes. As an adult, she and her husband returned to become childcare workers. More than 600 churches invited BCH representatives to share how the lives of children, children like Jennifer, are being changed every day. United together, North Carolina Baptists not only met the 2003 Thanksgiving Offering goal, but also exceeded it! *Thank you.*

Baptist Children's Homes is at the center of North Carolina Baptists' hearts. Their actions prove it! Jesus challenged us all when he said, "In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven." Our children and staff, the people in

your communities, and the citizens of North Carolina saw Jesus in action and our Heavenly Father was glorified! *Thank you.*

Blackwell marks 20th year as president.

On July 1, 1983, Michael C. Blackwell became president of BCH. Trustees honored his 20 years of ministry during their September 2003 board meeting with "A Celebration of Ministry."

BCH begins strategic planning process.

BCH president Michael C. Blackwell initiated an agency year-long strategic planning effort. Blackwell says this is the most comprehensive effort since he became president. All areas of the agency are involved in the development of the plan. Recommendations will be presented to the Trustees at their September meeting. The plan will debut in January 2005.

Shine your light! Inspired by North Carolina Baptists, this year's Thanksgiving Offering theme is "Shine your light." Although blessings flowed freely in 2003 helping to avert more difficult hardships, our need remains great. Children and families continue to pour out their hurt on our doorsteps. Alone and suffering, children need to know that in their journey of darkness there is a light shining, guiding them to a better day. You help keep the light on and shining bright as we, day-to-day, offer help in Jesus' name. Our statewide Thanksgiving Offering goal this year is \$1,300,000. This represents a \$75,000 increase over last year's offering goal. An increase demanded by necessity. Challenge your church to participate in the 2004 Thanksgiving Offering. *Our success depends on you.*

BCH...Focused on the Future. Despite the trying times, Baptist Children's Homes continues to be committed to providing only the highest quality of service. Children who come through BCH's doors continue to receive an abundance of love, care and healing. A dedicated staff serves and gives of themselves sacrificially. The lives of children and families are worth every effort. BCH holds true to its mission of "*helping hurting children... healing broken families.*"

The support of North Carolina Baptists through the Thanksgiving Offering, Cooperative Program Missions Giving, church and individual gifts, memorials, honors, and estate gifts enables BCH to provide care for more than 2,000 children through our locations across the state. *Thank you, North Carolina Baptists, for your continued prayers and support. We could not do what we do without you.*

Michael C. Blackwell, President
Abe Elmore, Board of Trustees Chair

Baptist Retirement Homes of North Carolina, Incorporated

The fastest growing segment of North Carolina's population is composed of adults age 85 and above. Within the next 20 years, the number of North Carolinians over age 100 will increase seven times over today's numbers. An evidence of this fact and the increased needs of this age group is the growing number of calls to our Baptist Retirement Homes' Eldercare hotline . . . *Baptist Elder Care Network*, (800) 877-7410. Both the mushrooming numbers and the critical needs facing many of the oldest of the old present great challenges to Baptist Retirement Homes.

The response of Baptist Retirement Homes to the above is seen in the fact that in recent years, we moved from under 200 residents to over 700 residents. The response to the critical needs is indicated by the development of special initiatives for those dealing with dementia-related disorders like Alzheimer's disease. At three of the Homes' five locations, separate residential units are now in operation, especially designed to meet the needs of those experiencing dementia. At all of the Homes' locations, staff is available with special training for meeting the needs of these dear ones.

An added step to meet the growing needs mentioned above has been increased efforts to provide benevolent care. In 2004, Baptist Retirement Homes will provide almost \$2 million in "free care" to the needy elderly of our state, far exceeding the amount of benevolent care provided by nearly every other church-related program of elder care in our state. While the independent living programs are financially structured to be self-sustaining, financial assistance is provided for both assisted living and nursing care. Most often, assisted living residents are older adults in their early to mid-eighties who need assistance with some activity of daily living such as bathing, dressing, or monitoring medications. Nursing care residents are most often in their late 80's or early 90's, and often have chronic, long-term medical needs that call for monitoring by a registered nurse 24 hours a day. The Homes offers financial assistance to many in this group, because health care is a necessity in their lives, and most do not have the financial resources to pay for that care.

The gifts of North Carolina Baptists are primary in making the above assistance possible, the largest amount coming through the Cooperative Program Missions Giving plans of the Baptist State Convention. In 2004, families and churches responded to a "dollar-a-day for five days" education program established by Baptist

Retirement Homes. The title of the program was "Family to Family — Your Family Giving to the Baptist Retirement Homes Family." Every dollar that comes to Baptist Retirement Homes from one of our Baptist churches is designated to provide care for "Aging Saints" who are not in a position to pay the full cost of care they need.

At the Hamilton Baptist Home in northeastern North Carolina and at The Taylor House in Albemarle (both assisted living programs), there are no financial requirements for admission. Those who come unable to pay or who exhaust their financial resources while they are in care receive the same services as those who pay the total cost of their care.

A much larger share of church dollars is used in admitting needy older adults into nursing care. It is at the nursing care level that the needs are most critical and the costs are the highest. Our largest program of nursing care is at the Western North Carolina Baptist Home in Asheville. Over 60 percent of the nursing care, residents in Asheville and over 25 percent of those in nursing care at the Brookridge Retirement Community in Winston-Salem are recipients of financial support provided by our churches.

Furthermore, the promise of Baptist Retirement Homes to each "Aging Saint" who comes to live with us is care for a lifetime. Should their financial resources come to be inadequate to pay for the care they need, care continues nonetheless. Baptists of North Carolina are the ones who help Baptist Retirement Homes keep that promise.

At all five locations across North Carolina . . . The Hamilton Baptist Home in Hamilton, the Brookridge Retirement Community in Winston-Salem, The Taylor House in Albemarle, The Gardens of Taylor Glen in Concord, and the Western North Carolina Baptist Home in Asheville . . . the terms "quality care, comfort, security, beauty, enjoyable lifestyle" are fitting descriptions of the communities and the services provided.

Baptist Retirement Homes is grateful for the faithful support it receives from Baptist churches . . . enabling Baptist Retirement Homes to make life for our "Aging Saints" . . . *The Best of Times*.

James E. Daniel, Chair
William B. Stillerman, President

North Carolina Baptist Hospital

Jesus was clear about the mission that guided his ministry. Quoting Isaiah, he proclaimed, "The Spirit of the Lord is upon me, because he hath anointed me to preach the gospel to the poor, he hath sent me to heal the brokenhearted, to preach

deliverance to the captives, and recovering of sight to the blind, to set at liberty them that are bruised, to preach the acceptable year of the Lord.” (Luke 4: 18-19)

The mission of North Carolina Baptist Hospital, to *“provide and advance excellent healthcare, embracing the healing presence of God,”* reflects the distinctive nature of our heritage as followers of Christ. The Hospital was opened in 1923 through the genius of partnership with the Baptist State Convention of North Carolina. The challenge of the original charter, to extend the healing ministry of Jesus Christ, continues to under gird our mission and shape our core beliefs.

Our basic values of *excellence, compassion, innovation, integrity, and collegiality* impact our mission every day, with every person we are privileged to serve. This report highlights the impact of these basic values on our mission, especially as it is realized through the School of Pastoral Care.

The School Of Pastoral Care

The School of Pastoral Care is guided by its mission to *“provide ministries of growth, hope and healing in the Spirit of Christ.”* We are profoundly thankful to North Carolina Baptists for their compassionate and mission-minded support of our ministries through their prayers and Cooperative Program Missions Giving. Together, we are bringing hope to thousands of hurting people and strengthening churches in their ministries. God is at work through this partnership, healing the brokenhearted and setting free those who have been wounded by life. We are grateful for the sacred privilege of serving him through our ministries.

The Department of Pastoral Counseling, CareNet, Inc. provides a statewide, faith-based counseling network that serves as an extension of the ministry of local churches. Pastors are the largest single referral source, and members of Baptist churches are the largest single client group being served. Individuals and families whose lives have been shattered by emotional and spiritual pain are finding hope and healing through the compassionate and skillful care of our CareNet counselors. Our 22 locations serve 88 counties in North Carolina. We will provide approximately 23,000 hours of pastoral counseling in 2004, making CareNet the largest pastoral counseling network in the nation. Thanks to Cooperative Program Missions Giving, counseling is being provided at a reasonable cost and subsidized for clients who lack the resources to pay.

Baptist Hospital's CareNet Counseling Centers, in partnership with the Baptist State Convention of North Carolina, provide the Ministers' Care Plan to full-time, ordained ministers serving North Carolina Baptist churches and their immediate families. Clients pay \$20 per session when they receive counseling at a CareNet center. The Baptist State Convention and CareNet pay for the remainder of the cost, up to 20 sessions per family in a 12-month period. The costs may be higher if another approved counseling center is used.

The Center for Congregational Health, with the support of North Carolina Baptists, provides three vital ministries that enhance the effectiveness of churches. The Center is strengthening approximately 25 churches per month through consultation services. Expert church consultants are assisting churches with strategic planning, conflict resolution, and team development. The Center provides leadership development for clergy, offering in-depth educational opportunities to nearly 600 church leaders per year. They train 20 ministers per month enabling clergy to assess their strengths and limitations, establish the support necessary to sustain ministry, and develop models for effective service. The Center has trained nearly 1,400 pastors as interim ministers and intentional interim specialists. Approximately 15 churches in North Carolina are using the intentional interim process at any given time.

The Department of Chaplaincy and Pastoral Education is offering compassionate spiritual care to patients, families and staff through nearly 60,000 annual ministry contacts, and providing training in pastoral ministry to nearly 55 students per year. Our North Carolina Baptist partners, through Cooperative Program Missions Giving, allow tuition to be affordable for these ministers. The benefits of this training for churches are many: helping pastors and staff members learn the skills and develop the heart to provide quality pastoral care in their churches; leading ministers to deepen their own spirituality; enhancing evangelism efforts by helping pastors speak their faith clearly and honestly to people in need; teaching ministers how to remain calm and spiritually present in the midst of crises; and helping ministers learn to balance their work and family lives to prevent burnout. The Department is one of the oldest, largest, and most highly respected programs in the nation.

The Department of Church and Community Relations receives no Cooperative Program Missions Giving funds, but serves as a

vital connection between the Medical Center and North Carolina Baptist churches. The department receives nearly 150 referrals per year, the majority originating from ministers, to facilitate medical care for church members or to assist patients burdened by financial need with their hospital bills. North Carolina Baptists, through the Mother's Day Offering, provide an invaluable ministry of benevolent care to our patients in need. Every dollar of every gift is used to help patients in serious financial need pay their hospital bill. Each recipient receives a letter stating, *"Your hospital bill has been paid by compassionate and mission-minded North Carolina Baptists in the name of Jesus Christ and His love."* The spiritual impact on their lives is enormous. A patient who was recently helped stated, *"Words cannot express my appreciation for the generosity of North Carolina Baptists for paying my hospital bill. During my illness it is very comforting to know that Christian people care for me with such an expression of kindness and testimony to God's grace. I thank them with all my heart."* Thank you, North Carolina Baptists, for giving \$584,958 to this ministry in 2003!

For many years, North Carolina Baptist Hospital has provided a significant service to North Carolina Baptist ministers and their families through a subsidy of up to 25 percent for their hospital bills. During the last five years \$301,845 has been provided, or an average of \$60,369 per year. Ministers are tremendously grateful for this lifeline of hope. The subsidy is made possible by earnings from the W. K. McGee Patient Service Endowment Fund, with help from the Mother's Day Offering as needed.

Additional Highlights At Baptist Hospital

North Carolina Baptist Hospital's commitment to excellence in medical care has been recognized in several national rankings.

- We are consistently rated among the nation's top 50 hospitals by *U.S. News and World Report*.
- We are ranked as one of America's top 15 major teaching hospitals according to the Solucient Top 100 Hospitals. This listing is considered one of the nation's most objective and comprehensive ratings of hospitals.
- We are among the nation's best heart centers (*U.S. News and World Report, since 1997*). The Heart Center is recognized as one of America's Top Cardiac Centers for Women (*Good Housekeeping, 2004*).

- We are in the top one percent in patient satisfaction among 600+ bed hospitals, according to Press Ganey, one of the health care industry's leading patient satisfaction measurement firms. This reflects our commitment to providing excellent and compassionate care to each individual we serve.
- We have been ranked as one of America's top cancer centers since 1996 by *U.S. News and World Report*. Our new Outpatient Comprehensive Cancer Center opened in the summer 2004. The new facility is among the nation's most advanced and complete treatment centers. It consolidates all outpatient oncology services under one roof, including state-of-the-art technologies, the latest treatments, and a focus on the total well-being of patients.
- We are one of America's top 30 Children's Hospitals (*Child Magazine, since 2003*).
- Wake Forest University Baptist Medical Center ranks 29th in the nation for the number of top-ranked physicians on faculty (according to surveys by *America's Top Doctors, 2003*).

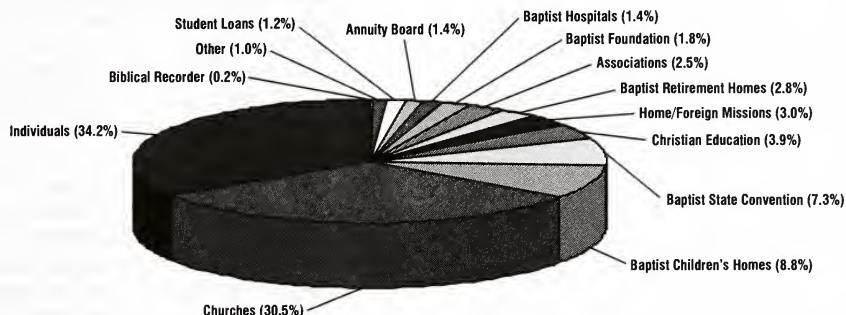
The compassionate, healing ministry of Christ continues to be realized in remarkable ways at North Carolina Baptist Hospital. We are grateful for the privilege of serving him through these ministries of growth, hope, and healing. We are deeply grateful to North Carolina Baptists for being our partners in ministry. Please pray that God's hand of blessing will continue to touch hurting people with hope through our common mission.

Roger L. Cotbran, Chair, Board of Trustees
Len B. Preslar, Jr., President

The North Carolina Baptist Foundation, INC.

The mission of the North Carolina Baptist Foundation since its inception in 1920 has been to assist the Baptist State Convention of North Carolina and its institutions and agencies in increasing an awareness among North Carolina Baptists of Christian estate stewardship principles as a means of financially undergirding churches, institutions and mission endeavors on a permanent basis. The uniqueness of the ministries and services provided by the institutions and General Board staff merits increased financial support. The Foundation accomplishes these objectives by offering assistance in estate planning counsel, will preparation, planned giving, charitable remainder trusts, endowment funds and church fund management.

The North Carolina Baptist Foundation, Inc. 2003 DISTRIBUTIONS



During 2003, the Foundation assisted individuals in establishing 23 endowment funds and eight charitable remainder trusts totaling \$633,000 and received \$2.7 million in contributions to existing endowments all of which will ultimately benefit countless Baptist causes on a permanent basis. Programs were provided for churches and associations during the year to promote Make Your Will Month, Christian estate stewardship, and church fund management. Over \$2.0 million from churches and institutions came under management to enhance numerous ministries including scholarships, building funds, cemetery funds, benevolence funds, general operating funds and other various mission causes. Overall, the Foundation received \$5.3 million in contributions during 2003 for Christian causes.

The Foundation employs professional money managers to invest these funds according to an investment policy adopted by its Board. Four investment pools are offered: a growth fund, a balanced fund, an income fund and a fixed income fund. The Foundation uses the services of Salomon Smith Barney to help select top money managers and evaluate performance. As of December 31, 2003, the Foundation held \$112.9 million under management.

During 2003, our distributions totaled \$5.7 million, with charity receiving \$3.8 million and individuals, through trusts, receiving \$1.9 million. During the 83-year history of The North Carolina Baptist Foundation, Inc., \$25 million has been distributed to individuals and \$44.1 million to Baptist churches, institutions and mission causes for a grand historical total of \$69.1 million.

Harold G. Koger, Chair, Board of Directors
M. Clay Warf, Executive Director

WOMAN'S MISSIONARY UNION OF NORTH CAROLINA

Woman's Missionary Union of North Carolina, auxiliary to the Baptist State Convention of North Carolina, influences the lives of children, youth, and adults to be radically involved in the fulfillment of the Great Commission. Through materials, conferences, training events, and missions experiences, WMU makes a difference in Jesus' name. WMU demonstrates a global vision that encourages Christians to pray for and give to missions, to do missions, to learn about missions, and to develop spiritually toward a missions lifestyle.

It would be difficult in the space allotted to share all that WMU of NC does to influence lives. This report is only a brief summary of some of the exciting "happenings" of the 2003-2004 church year.

Camp Mundo Vista (CMV), which is owned and operated by WMU of NC, is one place where lives are influenced. CMV offers eight weeks of resident camping each summer for girls and young women. Since 1969, over 60,000 North Carolina Baptist girls and young women have been a part of the Mundo Vista Experience.

Special events are also held: Camp Angel Tree (camp for children of incarcerated parents), Prison Retreat for women inmates, Mother/Daughter Camps, and new for the summer of 2004, a special retreat for Youthful Offenders. Have we seen lives influenced? In September 2003, three of the volunteers with the Prison Retreat for women were former inmates – women whose lives were changed significantly at an earlier retreat and came this year to give back to others.

Camp Angel Tree is a partnership between North Carolina Baptist Men, WMU of NC and Prison Fellowship. There are over 13,000 children, in North Carolina, who have a parent in prison. Camp Angel Tree is an opportunity for some of these children, those between the ages of 9 and 12, to have a camping experience. Since 1992, churches and individuals have sponsored these children so that the parent/guardian only pays a small portion of the cost for a four-day camp. National Prison Fellowship invited WMU of NC, national WMU and the North American Mission Board staff to join in a partnership to pilot camps specifically for Angel Tree children. In 2005, three states have been enlisted with plans for 10 additional states in 2006. In the summer of 2004, representatives from Pennsylvania/South Jersey, Alabama and Arizona conventions along with national WMU's Volunteer Connection were invited to observe the North Carolina camps (Mundo Vista and Caraway) as they begin to formulate their plans for the 2005 pilots.

But Camp Mundo Vista is more than its summer program. It is a Retreat for all Seasons. Many North Carolina Baptist churches and associations have already taken advantage of CMV facilities, during the off season, for prayer retreats, marriage enrichment seminars, parent-child conferences, deacon retreats—any and all types of spiritual development events. With the addition, in 2004, of a full time Program Director for Mundo Vista, this ministry should continue to grow.

Day camps for Girls in Action and Children in Action were held in seven locations across North Carolina in the spring of 2004. Nearly 1,200 children and their leaders were involved.

After the 2003 National Acteens Convention in Nashville, TN, where North Carolina Acteens had the largest number of participants from any state, the dream for CrossWalk North Carolina was birthed. In May 2004, Acteens from Calvary Baptist, Lincolnton, traveled to Arkansas' Youth Rally to pick up their 6 foot cross used for CrossWalk Arkansas. CrossWalk is a yearlong event designed to challenge youth to model the life of Jesus Christ by doing what they think Jesus would do if He were in their community today. Every North Carolina Baptist association will have the cross and will have the opportunity to expose their youth and community to a specially written Bible Study based on Luke 9:23, a mission project and an association rally where youth will be challenged to continue to follow in Jesus' steps.

In October 2003, WMU participated in Curtain Call, the creative ministry conferences for North Carolina churches. This was the first time that WMU networked with Curtain Call to offer missions team training for Acteens Activators, Youth on Mission Point Teams and youth groups going on a mission trip. WMU offered seven different missions training conferences at Curtain Call at Synder Memorial in Fayetteville. This is a partnership we hope to continue.

Missions Extravaganza 2004, held at Ridgecrest, was another mountaintop experience as nearly 1,800 participants received training, inspiration, motivation, and fellowship, as well as conducted business for the 113th Annual Session of WMU of NC. History was made this year with the newly formed Hispanic Women's Fellowship of Woman's Missionary Union of North Carolina. Officers that were elected are: Veronica Gallegos of Sanford, President; Nora Castillo of Jacksonville, Vice President; and Sandra Duarte of Greensboro, Recording Secretary.

Officers elected for WMU of NC for the year 2004-2005 were Sandra James of Whittier, President; Mary B Hunt of Pembroke, First Vice President; Delores Thomas of Peachland, Second Vice President; Wendy Case of Rutherfordton, Recording Secretary; and Beth McDonald of Rockingham, Assistant Recording Secretary. Over 100 years of unique strength comes to WMU from being led and governed by laywomen.

WMU plans, coordinates, and leads training for associational WMU leaders. Over 500 associational WMU officers were trained at 10 different locations across the state. Training was also provided to equip the WMU Resource Team and Women's Ministries leaders. All of these, along with the WMU staff, are available to help North Carolina Baptists begin or strengthen missions education and involvement.

WMU of NC has experienced significant growth during 2003-2004. From May 2003 through June 2004, 181 new organizations from 118 churches were begun — evidence that missions education and missions involvement are essential to healthy, growing churches. And, our growth has extended beyond our state. WMU helped secure missions education materials for a GA organization in Tanzania, which is being led by an International Mission Board missionary from North Carolina.

The year 2003-2004 brought several vacancies and changes in WMU staff. As of this writing, July 2004, the following people bring capable leadership and faithful commitment to WMU: Judy Branch, Administrative Assistant; Ruby Fulbright,

Executive Director/Treasurer; Margaret Harding, Adult Specialist; Linda Hicks, Language/Ethnic/Cultural Groups Specialist; Jan High, Leadership Development/Training Specialist; Bob Navey, Resident Camp Manager; Suzanne Reece, Camp Mundo Vista Program Director; Diane Turner, Financial Secretary; Cara Lynn Vogel, Preschool/Children's Specialist. Part-time staff includes: Terri Anne Darby, Secretary/Receptionist; Julie Keith, Youth Specialist; Betsy McSwain, Ministers' Spouses Support Coordinator.

Other ministries that WMU is currently involved with include Christian Women's Job Corps, Ministers' Spouses Support Groups, Ministers' Wives, Undergraduate Women, Baptist Nursing Fellowship, ministries with the Deaf and Visually Impaired, Project HELP and events with young women. New ministries are in the future for WMU of NC as we work towards partnerships with the Baptist Women of Toronto, Canada; Baptist Women of Pennsylvania/ South Jersey; the Baptist Women of Baptist Convention of New England; and the Baptist Women of the New York Convention.

It is our desire that historians will note this year as a very significant year for WMU of NC as we renewed interest in and commitment to missions education, involvement and support. Your prayers for Woman's Missionary Union of North Carolina and your gifts to the North Carolina Missions Offering make our missions and ministry efforts possible. Thank you for helping us help individuals, churches, and associations be radically involved in the fulfillment of the Great Commission.

Ruby Fulbright, Executive Director/Treasurer

NORTH CAROLINA BAPTIST MEN/PARTNERSHIP

Goal and Objectives:

The goal of North Carolina Baptist Men is to help churches, in the Baptist State Convention of North Carolina, involve their members in missions. The objectives for accomplishing this goal are to:

- Enable and equip Baptists to be personally involved in mission activities;
- Encourage Baptists to identify and develop their personal ministries;
- Educate Baptists concerning mission opportunities;
- Teach Baptists the importance of praying for and giving to missions;
- Lead men and boys in developing in all areas and aspects of their lives to become mature, active and involved Christians.

North Carolina Baptist Men's Areas of Work:

There Are 13 Different Ministries Of North Carolina Baptist Men Including:

- **International Mission Projects:** North Carolina Baptist Men have sponsored mission trips to: Ukraine, China, South Africa, India, Honduras, Mexico, Macedonia, Germany, Turkey, Armenia, Israel, Kosovo, Belgium, Malaysia, Singapore, England, Prague, Czech Republic, Mozambique, Morocco, El Salvador, Latvia and others.
- **Medical/Dental Missions:** This past year North Carolina Baptist Men sponsored 10 medical/dental teams to Honduras, a medical team to Armenia, and a medical team to China. The two 40-foot NC Baptist Men medical/dental buses have been put to great use this year in mission projects across North Carolina. The buses have been used by Baptist medical persons in our state as a means of mission service. The buses were used in approximately 160 locations across our state this past year. Over 3,900 people were treated on the medical/dental buses this past year. This ministry operates in cooperation with local associations across our state. Many good and positive things have resulted from this ministry.
- **Disaster Relief:** These have been busy times for disasters and North Carolina Baptists have responded with great compassion to the victims of these disasters. Our disaster relief unit and teams ministered in eastern North Carolina following Hurricane Isabel. Over 241,000 meals were provided following Hurricane Isabel. All together over 40,000 volunteers ministered to hurting people in eastern North Carolina following Hurricane Floyd. These volunteers have rebuilt 1,500 homes following Hurricane Floyd. North Carolina Baptist Men also coordinated disaster relief efforts this year in West Virginia, Tennessee, Alabama, Indiana, Ohio, Louisiana, Florida, North Carolina—after the Ice Storms—and in Iraq.
NC Baptist Men have three large disaster feeding units. The largest is capable of preparing and serving 20,000 meals per day. The two smaller units can prepare over 10,000 meals per day. We now have 80 clean-up trailers (owned by local churches and associations) that are used to do clean up and repair work after a disaster. We have three large shower units, two laundry units, a childcare unit, a water purification unit, and other disaster relief equipment.

- **Other Ministries:** In addition to disaster relief, medical/dental ministry, and international ministries, there are 10 other ministries designed to equip, motivate and mobilize North Carolina Baptist men and women to be involved in missions. Those other 10 ministries are: Aviation Ministries, Agricultural Missions, Baptist Builders, Family Foundations, Correctional Ministries, Lay Renewal, Lay Revival, Resort and Leisure, Prayer Support and Sports in Missions.

Statewide Mission Programs And

Emphasis: Statewide mission projects that are sponsored by NC Baptist Men include: Camp Angel Tree, Deep Impact Camp, World Changers projects, Community Service Projects, the annual Baptist Men's Convention, RA Congresses and many other training events.

Owner's Manual: NC Baptist Men produce the *Owner's Manual*. Baptist Men's groups and church wide coed groups are using this *Owner's Manual*. The *Owner's Manual* is the only ongoing North Carolina missions education piece. The *Owner's Manual* is filled with ideas for hands-on mission involvement.

Royal Ambassadors/Challengers: A high priority of NC Baptist Men is to help the young men across our state become a part of missions. Royal Ambassadors and Challengers have continued to grow and develop new and innovative ways of reaching boys, grades 1-12. Overseas Missions Basketball teams, soccer teams and construction projects have proven to be innovative and life changing ways to involve young men in missions. It is our goal to assist boys and young men in finding meaningful ways of missions outreach.

Training: The state Baptist Men's staff provides training for associational and church Brotherhood leadership. In addition, there are specialists who have been trained to give assistance throughout the state to educate men and boys in missions and to strengthen chapters and units in the state.

Meetings: Each year there is a North Carolina Missions Conference/Baptist Men's Convention, RA Congresses, and Challengers Convention. These meetings are designed to challenge North Carolina Baptists across the state to greater missions involvement. Many other conferences and workshops are held during the year.

Camp Caraway And Christian High

Adventure: Eight weeks of camp, for boys ages 9-17, are held each summer at Camp Caraway. Christian High Adventure is a wilderness backpacking adventure for boys age 14 1/2 and up.

Baptist On Missions: This publication is mailed three times annually to all Brotherhood leadership, mission volunteers, NC Baptist Men ministry groups, youth directors, ministers of education, and directors of missions. Information is provided, through this magazine, to promote upcoming mission projects and events and to report on recently completed projects.

Partnership: North Carolina Baptists are in partnership with the Alaska Baptist Convention and Metro Baptist Convention, New York, Honduras Convention, and in Southeast Asia. This year, more than 2,600 North Carolina volunteers will participate in mission partnerships in these areas. Through volunteer missions, lives are being changed and churches are being strengthened in North Carolina and around the world.

Staff: The NC Baptist Men's staff is committed to helping North Carolina Baptist churches involve their members in missions. Your North Carolina Baptist Men's staff are: Richard Brunson, Director; Mark Abernathy, Consultant for Men's Ministry and Adults; Tom Beam, Consultant for Children and Student Missions/Camp; Gaylon Moss, Consultant for Disaster Relief and Volunteerism; Fatima Roma, International Mission Projects Secretary; Kathi Kestler, Partnership Secretary; Lynn Tharrington, Administrative Assistant; Kecia Morgan, Financial Secretary; Joanne Honeycutt, Medical Dental Bus Coordinator; Betty Wynne, Part-time Secretary; Jim Burchette, Special Projects volunteer.

Richard Brunson, Director

STEWARDSHIP EDUCATION AND OFFERING PROMOTION TEAM

The primary focus for Stewardship Education in the local church is through a progressive process called *Road Maps*. This process provides a way for all churches to develop financial disciples regardless of their demographics. Churches are led by a consultant through an evaluation phase, which helps to cast a vision as to where a church is and where it wants to go in the fulfillment of its mission. A custom designed plan (*Road Maps*) is created in the second phase to help the church begin and continue its journey to financial discipleship.

Mobilizing to Build is the biblically based, 13 week capital funding campaign offered to churches in North Carolina for the purpose of building new structures, renovating, acquiring land or retiring debt. Many churches have taken advantage of current low interest rates, combined with the low cost and proven capital funding campaign offered by the Stewardship Office, to begin expansion plans or to renovate existing structures.

The theme for the 2004 North Carolina Missions Offering and Week of Prayer is "*North Carolina, The State of Our Mission.*" The theme is based on Acts 1:8, "Ye shall be witnesses unto me both in Jerusalem, and in all Judea, and in Samaria, and unto the uttermost part of the earth."

Our state convention has been involved in Acts 1:8 missions for many years, and serves as a home base for the mission efforts of Baptists in North Carolina. We are directly involved with the local church in nearly every North Carolina community. We partner with associations, extending the mission and ministries of the local church and jointly employing and supervising missionaries of the North American Mission Board serving in North Carolina. Baptists in our state are directly involved in national and international missions through North Carolina partnerships and special projects across America and around the world. In fact the world is coming to our doorstep as North Carolina Baptists continue to minister to an ever-increasing number of ethnic cultures in our state. Truly, North Carolina is the state of our mission.

Dan Euliss, Team Leader

MISSION GROWTH EVANGELISM



North Carolina Baptists have always taken seriously our Lord's Great Commission to reach the world with the Gospel. The Mission Growth Evangelism (MGE) Group provides leadership in helping North Carolina Baptist associations and churches share the Gospel

through missions and evangelism.

Our mission is to provide resources that enable our churches and associations to be most effective in ministering and communicating the Gospel to

all people. Our purpose is to help them establish a relationship with God through faith in Jesus. This work includes nurturing and training Believers to become more effective Kingdom builders.

This leader's vision for the MGE group is that our staff and all North Carolina Baptists will become a part of the strongest force in the history of our Convention for reaching people with the message of the Gospel. Printed below is the vision that has been cast for each of our four teams.

Campus Ministry Team is built on the foundation of our historical Baptist Student Union (BSU). We are continuing to offer strong support for Baptist students who come to us. Our intention is to help them develop spiritually and become involved in ministry and missions. Through this aspect of our ministry, we provide numerous opportunities for the development of leadership qualities in these students so they will be strong leaders when they graduate from college and integrate themselves in a local church. Our priority is helping your students become more intentional in reaching out to their non-Christian peers on the college and university campus. Elton Trueblood once said, "When the church is looking for a mission field, it need not look past the nearest campus." We want to develop a powerful force of students who will saturate their campuses with the love of Christ through ministry and gracefully invite their friends to discover a relationship with Jesus. We will also involve some of these students in new church starts both during and following their collegiate experience.

Church Planting Team is instrumental and proactive in starting hundreds of new congregational groups for all cultural and language groups in North Carolina. We work in partnership with our North Carolina Baptist associations, churches and in financial cooperation with the North American Mission Board.

Evangelism And Church Growth Team is responsible for equipping and motivating record numbers of Baptists to pray for and share the Gospel in innovative and creative ways with residents of our state and people around the world. In addition to assisting associations in developing outreach strategies, we provide a variety of church growth conferences. This team is offering new leadership in prayer for revival and spiritual awakening. We will continue to provide a strong emphasis in reaching and discipling youth through our student evangelism and ministry unit.

FRUITLAND BAPTIST BIBLE INSTITUTE

The General Board of the Baptist State Convention of North Carolina is fortunate to have Fruitland Baptist Bible Institute as a part of our ministries. Many of our Baptist churches in North Carolina and churches all across our nation have pastors and staff members who received a part of their theological education at Fruitland. Since 1946, this educational institution has provided spiritual and practical training in Christian ministry for thousands of men and women who have answered God's calling for them. Students who graduate from Fruitland launch into ministry with a strong commitment to the Word of God and a compassion to see people come to know Christ as Savior. Some of our most capable and effective preachers obtained a passion for preaching, learned how to exegete the scriptures and prepare powerful sermons as they studied homiletics at Fruitland. We have both a rich history and a bright future related to the influence of this valuable North Carolina Baptist theological institution. I am pleased to have opportunity to work with the Board of Advisors, the President, administration, faculty, students and alumni of Fruitland.

This vision and mission for the MGE group will be accomplished as thousands of North Carolina Baptists join hands and hearts with our staff and other evangelical groups. We must fervently pray, establish priorities, intentionally strategize, give sacrificially and cooperate in labor. Our goal is to pray for and share the Gospel with every person in this state. This goal can be achieved as we obediently rely upon God to empower and enable us to carry out His Great Commission here in North Carolina, across our nation, and in numerous places around the world. Then, we will celebrate the victories, which only God can give.

Milton A. Hollifield, Jr., Executive Leader

CAMPUS MINISTRY TEAM

The Campus Ministry Team is comprised of 11 General Board employed campus ministers. The Team Leader, who serves at the Baptist State Convention office, and the other 10 on local campuses. Seven Baptist college-employed campus ministers and two full-time campus ministers are partially funded by North Carolina Baptists. All these, along with some dedicated volunteers, oversee work on 25-plus campuses across the state. We are partners in ministry with church staff members, Directors of Missions, other associational staff and numerous lay volunteers.

Together, we provide ministry for college students in North Carolina. As you read this report of our work, continue to pray for all of us who have the privilege of serving on your behalf.

The Campus Ministry Team is charged with the responsibility of communicating the Gospel to college students in North Carolina. To effectively do this we endeavor to partner with churches and associations throughout our state to identify and contact students at the college and university level. Many of these become a "core" for Baptist Student Union (BSU) ministry on local campuses.

Local Campus Ministry

The major focus of ministry with college students occurs on local campuses. North Carolina Baptists have full-time ministry at 18 of the major colleges and universities in the state, plus a part-time ministry at UNC Asheville. Volunteers who may be church staff members, faculty members or lay persons serve an additional 25 or so campuses. While no two campus ministry programs are the same, each has the same purpose: to reach students in the name of Christ and to provide opportunities for spiritual growth and development. On most campuses the Baptist Student Union (BSU) is the organization through which this ministry occurs.

Baptist Campus Ministry provides Christian community and a safe and challenging place of nurture and growth for our young people when they head off to college. Worship, Bible studies, discipleship training, training in witnessing, support groups, Experiencing God and prayer partners - all of these programs, and others, become a part of students' spiritual growth and development. Students are a vital part of the planning and carrying out of these programs. Baptist Campus Ministry, through students and staff, also reaches out to students who do not have a personal relationship with Jesus Christ. BSU students are encouraged to take the Good News of the Gospel to the campus and beyond. Discipleship training is a strong emphasis for those new to the Christian faith. BSU students are active in community outreach programs through individual ministries and ministry teams. They are involved in their communities with the homeless, the elderly, children, the hungry and those in prison. Ministry teams of all varieties (music, worship, youth, etc.) provide outreach to local churches in the state. BSU Teams from around our state are ready and able to assist churches and associations with mission, worship, discipleship, and evangelistic events.

Students are involved in missions. During the 2003-2004 school year, BSU students raised over \$75,000 for local missions projects and for salaries for their peers to serve as summer missionaries all over the world. In addition, almost every campus BSU will take at least one week-long mission trip during the year, sometimes within North Carolina, and oftentimes beyond North Carolina, whether in the United States or beyond its borders.

State BSU Ministry

The state-level BSU ministry provides additional opportunities for spiritual growth, evangelistic outreach, mission involvement, and leadership development, with students assuming leadership roles in planning and implementing statewide programs. Rick Trexler and Barbara Gentry give guidance and direction to the state-level program.

Michael Goodman, a student at Campbell, was elected state BSU President by fellow students for the 2003-2004 academic year. Tim Jeffcoat of Appalachian State University will serve as state BSU President for the 2004-2005 academic year. Other members of the statewide Executive Committee, and the committees which they lead, are as follows:

Action-on-Issues

Rosemary Yelton, UNC-Greensboro

Evangelism

Amy Long, Wake Forest University

Fall Convention

Whitney Loyd, Wake Forest University

International Students

Jack Warren, Appalachian State University

Missions

Seth Asbill, North Carolina State University

Spring Leadership Conference

Jonathan Hale, Appalachian State University

In addition to providing resources and planning statewide programs, students organize and implement a missions program, which enables students to serve in a variety of ways and places in the summer, as well as in semester-long internships close to the campuses where they are in school. In the summer of 2004, 23 students did youth ministry in North Carolina through Youth Corps. Twenty-two other students served as summer missionaries in places as varied as Alaska, Canada, East Asia, South Africa, Poland, Georgia, New York City, Illinois, Montana, Yellowstone National Park, Kinston, Winston-Salem, and Asheboro, North Carolina. BSU student-raised monies funded the students.

Plans were made to send a group to Hong Kong for the Baptist Youth Congress. When this was postponed to 2004, the team of 12 students and two campus ministers shifted their sights to Poland. They ministered with local missionaries to provide a day camp and youth ministry in Wisla and church ministry in Krakow working with community relations, evangelism, and young adult worship.

International Student Ministry

The Campus Ministry Team's ministry to international students is multi-faceted and strives to reach many of these students who are enrolled on virtually every campus in North Carolina. On the state-level, there is a conference for internationals each year, in April, at our North Carolina Baptist Assembly at Fort Caswell. BSU students help in planning this event, which provide a relaxed atmosphere for cross-cultural dialogue and encourage friendships lasting far beyond the weekend experience. Approximately 90 international students are reached at this conference.

In cooperation with associations and local churches, Campus Ministry supports an extensive local ministry in Charlotte, Winston-Salem, High Point, Greensboro and Raleigh. In addition, contract workers and local campus ministers reach out to international students on other campuses across the state. Local emphases include helping internationals deal with culture shock upon arrival from their homes, serving as conversation partners as students improve their English proficiency, ESL teaching, providing host families for students, developing friendships which can lead to faith-sharing, providing language Bibles, and teaching Bible studies to both Christians and non-Christians.

Church Workers With College Students And Special Ministries

While there are a variety of ministry and growth opportunities available to students through the Baptist Student Union (BSU) on the local and state levels, ministry with students occurs outside the BSU sphere. North Carolina Baptist churches and associations have increased their emphasis on ministry with students in recent years. A guidebook for churches, *Developing a Ministry with College Students* is available from the Campus Ministry Team office. Campus ministers and Baptist State Convention staff are available to assist churches and associations upon request.

Program Staff/Campus Ministers/ Volunteer Directors/General Board Staff

General Board Staff

Team Leader – *Rick Trexler*
Appalachian State – *Chris Gambill*
Charlotte Area International Ministry – *Tom Knight*
Duke (Part-time) – *Open*
East Carolina – *Bob Clyde*
NC State University & Raleigh area
– *Charity Roberson*
NC State University & Raleigh area – *Frances Jones,*
International Ministry, Part-time
UNC-Asheville – *David Stone, Part-time*
UNC-Chapel Hill – *Bob Phillips*
UNC-Charlotte & Charlotte area – *Dan McClintock*
UNC-Greensboro – *Zach Roberts*
UNC-Pembroke – *Ron Sanders*
Western Carolina – *Wanda Kidd*

Baptist College Employees

Campbell University – *Terry-Michael Newell, Jr.*
Chowan College – *Ken Cooke*
Gardner-Webb University – *Tracy Jessup; Andy Byers*
Mars Hill College – *Daniel Terry*
Meredith College – *Sam Carothers*
Wake Forest University – *Becky Hartzog*
Wingate University – *Dane Jordan*

Other Cooperative Relationships

Coordinator/BSU General Baptist Convention
– *Percy Chase*
NC Central University – *Michael Page*
Piedmont Association – *Audrey Womack,*
International Ministry
International Ministries of The Triad – *Scott Freese,*
International Ministry
Shaw University – *Quincy Scott, Jr.*
UNC-Wilmington and Cape Fear CC
– *Carlene Holden*
Winston-Salem State – *Deborah Daniels*

Volunteer BSU Directors

Barton College – *Tom Riley*
Belmont College – *Jeremy Russell*
Davidson Community College – *Susan Scarboro*
Elon University – *Debbie Perry; Susan Pasour*
Gaston Community College – *David McClure*
Johnston Community College – *Dana Y. Patrick*
Lenoir-Rhyne College – *Dan Kiser*
Rockingham Community College – *Ron Boswell*
Salem College – *Sam Sorrells*
UNC-Wilmington – *Rocky Myrick*
Western Piedmont Community College
– *Michael Beshears*
Wilkes Community College – *Alan Whittington*
Rick Trexler, Campus Ministry Team Leader

CHURCH PLANTING TEAM

Mission

As part of the Mission Growth Evangelism Group, “our mission is to partner with North Carolina Baptists to reach unchurched and uncommitted people by starting healthy, new congregations.” Working in partnership with existing churches and associations, we will provide Christ-centered churches for all cultural, language, and people groups in this state.

Organization

The structure of the Church Planting Team enables us to better serve the spiritual needs of the different cultural, socioeconomic, and language groups represented in North Carolina. More than 65 languages are now spoken in this southern state. In mid-year of 2004 we have congregations relating to more than 29 different language groups. Our team members are assigned to start new work with any people groups that are willing to be Christ-centered. Specialists are available where language barriers are significant, where a strategy of church planting is needed, and where resourcing demands partnership.

Interim Team Leader – *Ken Holland*
Asian-Pacific Islander Specialist – *Sei Hun Kim*
Anglo/African-American Specialist, West
– *Pam Mungo*
Anglo/African-American Specialist, East
– *Robert Wiley*
Anglo/African-American Specialist, Triad
– *Mark Gray*

Hispanic-Latino Specialist, East – *John D. Jones*
Hispanic-Latino Specialist, West – *Larry Phillips*
Team Leader Secretary – *Ann Pleasants*
Team Ministry Assistant – *Phyllis Mincey*

Pluralism & Population

The burgeoning population in this state challenges us to do more than we have ever attempted. It is projected that our 8.4 million population will increase by more than a half million people before 2010. With this growth comes the need for contemporary and cultural specific churches to help reach these people. We envision a future that will witness the birth of approximately 600 new Baptist congregations in North Carolina by year 2010. Many of these new congregations will be English speaking. However, the “face” of our state is rapidly changing. In the Mecklenburg metro area, there are 15,000 German-speaking people, 63,000 Hispanics and approximately 60 different languages spoken in this one urban area. Both Fayetteville and Charlotte have approximately 10,000 Koreans with

another 10,000 or more living in the rest of the state. The 2003 North Carolina state census revealed 6 million Anglo residents, 1.8 million African-American and 187,000 various Asian groups. This last group includes Asian-Indian-20 percent, Chinese-17 percent, Korean-15 percent, and Japanese-11 percent. The Spanish-speaking population is officially reported to be nearly 495,000 and by 2020 will be the largest minority group in the state. In the next five years this group is expected to increase by 40 percent. By percentage, Wake County is projected to be the #2 county in the U.S. for Hispanic population growth. It is obvious that this group must be the prime group on which we focus our church planting strategies.

Partnership

Working in partnership with the North American Mission Board and North Carolina Baptist associations and churches, we reported 62 new church starts in 2003. Of this number 34 were Anglo, 5 were African-American, 14 were Hispanic, 2 were Chinese. There was one church plant each among the following groups: Korean, Haitian, Japanese, Asian- Indian, Hmong, Laotian, and Montagnard. At this time we are funding at least 150 new church starts, nearly all of which have started since January 2002. Funding is provided to reinforce partnerships with, and rapid healthy growth, of the new church. For every dollar provided by the BSCNC, the other partners of the new start are asked to provide two dollars. The more that is provided by the local partners, the more the BSCNC can provide; however, this is limited by funds on hand, good leadership, good planning, and cooperative strategic decision making by all the partners.

Leadership Development

A major emphasis of our work is the continued implementation of the Church Planting System (CPS). The success and health of a new church plant relates directly to the ability of the leadership of the new group. The CPS focuses on improving the leadership skills of the church planter as well as of the partners in the project. This year we will access about 100 potential church planters with a view to finding those called as well as qualified to successfully start a new church. As the new church planter starts to work, we seek to continue to increase their leadership skills: conceptual, technical, and relational skills. The more we can improve the leadership, the greater the potential of healthy church growth.

Training

The CPS also provides Basic Training for church planters. Again, we are providing Basic Training events in English, Spanish, Vietnamese, Laotian, and Korean. In the three training events this year we expect to guide 150 church planters and their spouses through Basic Training. We are moving to the place where we can provide a trained mentor for each church planter and a network where each church planter can periodically meet and learn from one another. Associational missionaries and directors of church planting continue to be one of our greatest assets to providing support systems for new church planters. Church planting networks of many types are needed to daily provide help for our church planters.

Challenge

As we move into the church planting challenges of the new century, it is vital that we have a strong and healthy relationship with all North Carolina Baptists. We believe that as we pray together, strategically plan together, and intentionally focus resources for church planting that we, under God, will be able to meet the challenge of the new century. This year we have been able to see more churches put more resources into church planting. We have been able to supplement those resources in a responsible manner to lead the new churches to become self-sustaining, self-supporting and cooperating missional churches facing great challenges with confidence and teamship. By the time this report is published, every source of support for starting new units will be tapped to the maximum. All the funds budgeted and allocated for church planting will be committed to new church starts in 2004. We won't stop starting new units. We'll find other ways to assist rather than with money.

Ken Holland, Interim Team Leader

EVANGELISM AND CHURCH GROWTH TEAM

Program Staff

Team Leader, Senior Consultant

— *Martin H. Dupree*

Prayer Evangelism Strategy, Senior Consultant

— *J. Chris Schofield*

Multicultural Evangelism Specialist Consultant

— *Open*

Student Evangelism & Ministry, Senior Consultant

— *Merrie A. Johnson*

Leisure/Resort Ministries (Field Staff per diem)

— *Open*

Baptism Report

From 1993 through 1998 North Carolina Baptist churches reported consecutive increases in total baptisms achieving 29,024 baptisms in 1998. This was the largest number reported since 1975. Even though we saw a slight decrease in the following two years, we see an upward trend again in 2001. In 2000 our final baptism report was 27,442. Our baptism report for 2001 was 28,096 and for 2002 was 28,397. Our preliminary number for 2003 is approximately 26,000.

Our goal is to see North Carolina Baptist churches baptize 43,000 new believers by 2006. If each of our churches will establish a four year goal to baptize *"Just One More"* than they did the previous year, we will surpass our goal of 43,000 baptisms in 2006.

State Evangelism Conference

Since 1947, the Baptist State Convention has sponsored a statewide evangelism conference each year. We provided the State Evangelism Conference in three locations across the state in February 2003. The State Evangelism Conference in 2004 was held February 9-10 in Greensboro at Pleasant Garden Baptist Church. *"Engaging the Culture with the Gospel"* was an excellent conference with keynote speakers: Haddon Robinson, Bob Roberts, Afshin Ziafat, Alvin Reid, and Kenny Grant. Josh McDowell did a special 3 hour "Beyond Belief to Convictions" seminar that had over 1,700 people in attendance. We had 13 excellent breakout conferences. Seminar leaders were Bob Roberts, Joe Wirtz, Marty Tobin, Angela Brady and nine leaders related to NAMB included: Chris Schofield, Dick Church, Toby Frost, Davies Owens (JoePix), Tom McEachin, Joshua Del Risco, Afshin Ziafat, Siam Rogers and Alex McFarland.

"Impacting the Culture with the Gospel" is the theme for 2005 conference to be held at Calvary Baptist in Winston-Salem. The plenary speakers will be David Jeremiah, Stephen Olford, Thom Rainer, James Emery White, Danny Akin, and Chuck Kelly.

THE NET: Evangelism for the 21st Century

The NET is a "personal evangelism strategy" we are emphasizing and promoting with churches and associations. We conducted 11 NET Evangelism training events in 2003 and 10 sessions in 2002. We had NET training at all three of our 2003 State Evangelism Conferences. Marty Dupree has seven training sessions planned for Winter 2004. Dick Church also introduced the One Hour/ One Day Soul Winning seminars at our

State Evangelism Conference at Pleasant Garden Baptist Church on February 9-10, 2004. This is a new "free downloadable" tool.

The JESUS Video Project of NC

We are working with the national Jesus Video Project leadership of Campus Crusade for Christ to carry out a statewide distribution. This is our primary "saturation evangelism" strategy to get the gospel into all of the 3.82 million homes in North Carolina. This will be the single largest evangelistic outreach in our state history! As of December 2003, 21 of our 100 counties had already completed a mailing saturation. Thirty counties have been completed on June 1, 2004. We hope to complete the remaining 70 counties by Easter 2005 and are working on a comprehensive follow-up strategy. We are also promoting Mel Gibson's *The Passion of the Christ* as a great outreach resource and encouraging people to go to NAMB's website for ideas and resources.

InterFaith Evangelism Conferences

April 2002 we hosted a State-Wide InterFaith Evangelism Conference. In March 2003, we partnered with NAMB and others in supporting Alex McFarland's Faith in Focus Ministry's *"Truth for a New Generation" Evangelism and Apologetic Conference* at the Greensboro Coliseum. The InterFaith Team at NAMB helped promote this event that had keynote speakers: Josh McDowell, Lee Strobel, Crawford Loritts, Erwin Lutzer, Norman Geisler, John Ankerberg and Gary Habermas. Over 4,500 people attended this *"Apologetics Event of the Decade."* Also Sky Angel broadcast this live via at 200 remote sites throughout the United States. Alex McFarland has also been named the National Director for Applied Apologetics via NAMB. Cky Carrigan taught several Interfaith Evangelism classes at our ETC Conferences at Ridgecrest and Caswell in fall of 2003. At our 2004 State Evangelism Conference on February 9-10 at Pleasant Garden Baptist Church Joshua Del Risco taught on Reaching Catholics, Joe Wirtz taught on Reaching Postmoderns, and Afshin Ziafat taught on Islam. Three websites that are most helpful are www.namb.net/evangelization/interfaith, www.ontruth.com, and www.faihtinfocus.org.

Local Church Evangelism Strategy

We are working to update materials to help churches and associations in their overall evangelism strategy to train their people and plan and develop strategies and events to reach their communities with the Gospel.

Servanthood Evangelism

"What can connect us to people?" Answer: Servanthood Evangelism is one of the most powerful bridges to effectively share Jesus in our culture. Servanthood Evangelism is a combination of simple acts of kindness and intentional personal evangelism.

Family to Family:

Families Making a Difference

Purpose: To inspire & equip families to be on mission through sharing their Christian faith

"Family to Family is an evangelism tool that combines discipleship, missions and relational evangelism training. This 6- week training helps families develop a 'family mission statement' and prepare to be intentionally on mission for God in evangelizing their neighborhoods and communities."

Tent Ministry

The evangelism tent will seat up to 1,500 people. It stays booked from March to November, being used for revivals, community outreaches, block parties, VBS and other evangelistic community events. You need to call for an application about 6-12 months prior to desired time of use.

Vocational Evangelism Ministry

Our annual conference was held at Caraway on January 15-16, 2004 featuring Dr. Alvin Reid. Other guests were Bert Stokes, CPA speaking on "Tax Implications for Non-Profit Ministries" and Barret Riddleberger, speaking on "Marketing Your Ministry to be Credible and Effective." New Officers elected this year were Darrell Davis – President, Vernon Chandler – Vice President and Tony Hardin – Secretary. Contact the Evangelism office (Ext. 227 or 224 for information). The NC Vocational Evangelist pictorial directory with a list of all the SBC Vocational Evangelist in North Carolina as well as the North American Board's directory is available in the Evangelism office. We work closely with COSBE and Toby Frost of NAMB. Alex McFarland has been contracted to work on the new COSBE directory. Our NC Vocational Evangelist and non-Profit ministries will meet January 13-14, 2005 at Caraway.

Crossover Greensboro 2006

We are already working with Don Smith and Toby Frost of NAMB and Triad leaders on the Crossover Event in Greensboro when the Southern Baptist Convention comes there in 2006. Marty Dupree worked with Don Smith at Crossover Phoenix 2003 as training and preparation for our own Crossover Events in NC. Chris Schofield will lead the prayer ministry for Crossover 2006.

Resort Evangelism Ministries

The 100th Anniversary of Wright Brothers Flight Evangelism Project December 12-17, 2003 was a major statewide emphasis for 2003. Jeff Wagner of NAMB and JoePix (Davies Owens) worked with us to reach out to the over 1/2 million people who visited or attend some event related to this celebration. We were able to distribute over 15,000 "Flight Plan" tracts that were created for this event! There is a myriad of evangelistic ministries under the umbrella of Resort and Leisure that are carried on in North Carolina, which is a leisure state. These range from golf and horses to Campers on Missions and MotorSports. Billy Hutchinson and our team often work with NAMB on these events via planning, resources and materials. Dr. Hutchinson has written a NAMB publication on Resort and Leisure ministries and is working with us on the 2005 US Open Evangelism Outreach. Jeff Smith is leading a new ministry to help plant "Cowboy Churches."

Prayer Evangelism Strategies

State Wide Prayer Evangelism Strategy

Chris Schofield began on March 1, 2004 to develop this strategy statewide and in every association. A task force is being recruited and will gather to begin strategy development in late 2004.

Prayer Conference for Revival & Spiritual Awakening

Our prayer conference was held March 14-15, 2003 at Woodlawn Baptist Church in Conover. T.W. Hunt, John Franklin from Lifeway, Randy Sprinkle from IMB and Chris Schofield from NAMB were our guest presenters. Our prayer conference in 2004 was held March 19-20 at Tri-City Baptist Church, Conover featuring Henry Blackaby, Greg Frizzell, Melvin Blackaby & John Franklin. Over 800 people experienced a true revival experience. We plan to have Richard Blackaby and Calvin Miller and tremendous breakout sessions led by National Leaders like Greg Frizzell and John Franklin in March 2005 at Mt. Vernon Baptist in Raleigh.

Women's Prayer Evangelism Conference

This was a tremendous addition for 2002. We were blessed with over 600 women who were spiritually enriched and inspired. Our August 22-23, 2003 event at Ridgecrest was an excellent HeartCall Conference featuring Jaye Martin from NAMB, Esther Burroughs, Theresa Brown, and Bekki Smith including 3 worship services and 23 breakout sessions. On July 23-24, 2004 we hosted a "Living Proof" conference featuring Beth Moore at the Greensboro Coliseum. The 2005 conference

will feature Fern Nichols, founder of Moms in Touch and Teresa Brown and will be at Ridgecrest November 4-5.

Stand in the Gap Prayer Initiative

This has been the major statewide emphasis of the Mission Growth Evangelism Group for 2003.

Milton Hollifield has been encouraging our churches and associations to enlist 30,000 people in North Carolina to pray and fast for 30 days praying for "our land to experience a great movement of God's Spirit to bring revival spiritual awakening, healing and salvation of souls." We have a goal of 43,000 baptisms by 2006.

Prayer Evangelism/Lighthouses of Prayer

These Prayer-Care-Share strategies continue to be an umbrella for everything that we are doing in evangelism. Marty Dupree led eleven One Day Prayer Evangelism Rallies/Revivals in 2003 using materials from Praying Your Friends to Christ and has conducted 9-12 of these per year in the two previous years. Chris Schofield is developing new resources in addition to Praying Your Friends to Christ, Light houses of Prayer, Great Commission Prayer Strategy, Prayer Walking, Taking Prayer to the Streets, and Prayer Timer.

Lay Evangelism/Lay Renewal/ Marketplace Evangelism

The Evangelism Team partners with Baptist Men's Team and two auxiliary lay organizations which major on helping lay people participate in Great Commission work. NC Baptist Lay Witness Foundation conducts Lay Witness Revival weekends and Lay Witness outreaches for churches. The Annual NC Baptist Lay Witness Foundation Conference is the third weekend of August at Caraway Conference Center. Contact Marty Dupree on the Evangelism & Church Growth Team or Lynn Tharrington in Baptist Men if you would like more information about a lay led event in your church.

The North Carolina Baptist Lay Renewal Fellowship works with church lay leaders in planning Lay Renewal, Experiencing God and Prayer focus weekend events in churches. The Annual Lay Renewal Fellowship Gathering is the first weekend in August at Caswell. Churches are experiencing wonderful spiritual renewal and revival when these teams of lay people come in for a weekend event and work with congregations. Bob Foy is the Executive Director of the Lay Renewal Fellowship for NC and also the National Director via NAMB.

Student Evangelism And Ministry Generation X and College Campus Evangelism

We are available to help churches and associations effectively reach out and minister to those people who have been classified as Generation X. We also continue to work with the BSU Campus Ministers in offering witness training for Christians students on campus.

Student Evangelism

Every summer the Evangelism & Church Growth Team sponsors eight weeks of summer youth camp at Caswell. Over 7000 youth attended our summer youth weeks at the NC Baptist Assembly. During our 2003 camps almost 4000 total decisions were recorded, including 533 professions of faith 3,017 rededications, and 302 called to ministry. "That New Thing" tour kicked off in the summer of 2002, training students to see their school campus as a mission field and themselves as missionaries. Over 1,300 people received training during this tour in how to share their faith. The goal is to train an army of Christian students to reach their friends for Christ on their middle and high school campus. Since July 2002, Merrie Johnson and her teams have trained over 6,200 students in the "Share Jesus Without Fear" studies. "That New Thing" tour continues spring of 2004 with a goal to equip 7,000 students in how to share their faith by summer 2004 and 10,000 by 2006.

Youth Ministers

One major emphasis is the equipping and encouraging of those who work with youth and their families on a volunteer, part-time and full-time church staff basis. Programs such as the Youth Ministers' Continuing Education Retreat, Youth Ministry Council Planning Retreat, Youth Ministry Lab, and ETC provide training opportunities for almost 1,900 youth ministry coordinators in the churches. The NC Baptist Youth Ministers Network assists the work of our team in its task of educating, resourcing, and communicating youth ministry to the churches and associations through "Shared Youth Ministry Partnerships."

Student Ministry Events

In addition to resourcing leaders, Lead Teams plan several statewide ministry events that provide opportunities for fellowship, leadership development and spiritual growth for youth. Three "Spring Fling" retreats provided churches without full-time staff the chance for a discipleship

weekend at Caswell. These are led by Baptist Student Union outreach teams working with the Evangelism & Church Growth team.

Local Church Youth Ministry

The Student Evangelism and Ministry Unit is available to consult with pastors, youth ministers and volunteer youth leaders in planning an effective youth ministry for their church. In addition to our General Board staff, selected members of the North Carolina Baptist Youth Ministers Network also assist us in consulting with churches.

Evangelism Strategy Plans For 2004

- Complete statewide distribution of the JESUS Video by year end and implement follow-up.
- Work with our associations and churches in promoting major media campaigns. — to include Bible distribution, Jesus Videos and other resources promoted via the media and using the ERC & Covenant Churches to follow-up. We hope to use TV and radio spots to accomplish this.
- We are working on a printed “Evangelism Strategy for Local Churches” and need updated manual or brochure/ guidelines on Associational Evangelism Strategy and planbooks.
- We continue to strengthen our evangelism efforts on college and university campuses using the EXIT strategy of NAMB.
- We are equipping youth ministers and students to begin FISH clubs on their school campuses.
- Stand in the Gap emphasis to enlist 30,000 people to pray and fast for 30 days in cooperation with NAMB’s goal to enlist 1 million people for prayer.
- Move Baptisms from 28,000 range to over 43,000 by year end 2006.

Closing

Thank you for all the support you give in the ministries of the Mission Growth Evangelism Group. We appreciate your prayers, participation and financial gifts through Cooperative Program Missions Giving. The collective success of our Convention work is made possible as individual churches emphasize and participate in various aspects of mission and evangelism ministry. I challenge each church to develop and implement innovative strategies which will assure that every home in your community hears the story of God’s redeeming grace.

Milton A. Hollifield, Jr., Executive Leader

PUBLIC RELATIONS AND RESOURCE DEVELOPMENT



Public Relations and Resource Development tells the story of lives changed by the work of North Carolina Baptists and ministries supported through their gifts to Cooperative Program Missions Giving.

Being reorganized from the Resource Development

and Promotion group, our faces changed in 2004. Norman Jameson was elected in March as executive leader. Jameson has worked often in Baptist communications, including five years with the SBC Executive Committee; four years with the Oklahoma Baptist State Convention and 12 years with the Baptist Children’s Homes of North Carolina.

His administrative assistant is Kay Bisette, who worked 16 years with North Carolina WMU.

Elected Aug. 10, Mike Creswell joined the team as Senior Consultant for Cooperative Program Missions Giving. Creswell has worked in communications the past 24 years for the International Mission Board, including the past 16 as an appointed missionary covering IMB work in Europe, North Africa and the Middle East.

Creswell’s task will be to raise the profile among North Carolina Baptists of our cooperative giving efforts. With others on the team, he will be looking for heart touching examples of lives changed through ministries supported by gifts to Cooperative Program Missions Giving. He will be creating avenues to recognize outstanding examples of missions hearted giving.

Everywhere, his story telling, photography, and creative organizational skills will be utilized to promote missions giving.

The most significant creative communication effort this year was the complete redevelopment of the www.bscnc.org website, led by web minister Shane Nixon, ever a popular speaker at training events.

The new site is much easier to navigate and to update and is dramatically more user friendly. This will enable you to find what you’re looking for, and will enable state convention staff more easily to update, create and publish valuable material.

Additionally, when the site is fully functional, for the first time you will be able to register for events online and to pay for them.

We regularly produce audio-video missions support materials, including the video program missions piece MANDATE and the monthly audio piece UpClose. K Brown leads our video production team.

In the Resource Center, led by Rosanna Strickland with help from Mary Mountz, is a storehouse of videotapes, CDs, DVDs and audio cassette series covering a broad spectrum of subjects and available for loan to churches at no charge.

Tammy Maddrey and Michelle Nemargut are our graphic designers who produce the art for all the beautiful publications from the BSCNC. They are assisted by Kelvin Howard, who joined the support staff September 1.

The person most often directing you to answers for your questions when you call Cary for help is Cindy Tucker, who for 15 years has been the first voice at the receptionist's desk. She even trained Executive Director-Treasurer Jim Royston and associate George Bullard this year, so don't be surprised if you hear one them on your line. But don't be scared because Cindy is usually nearby!

This group of professionals is also staff liaison for planning the annual meeting of the Baptist State Convention of North Carolina with the Preacher, Place, and Program Committee.

Norman Jameson, Executive Leader

TRUSTEE ORIENTATION COMMITTEE

The one-day Trustee Orientation for new trustees/directors of institutions and agencies of the Baptist State Convention was held at the Caraway Conference Center on January 16, 2004. There were 84 people in attendance including nine presidents/directors of the institutions and agencies plus eighteen officers, staff and committee members.

In the morning session Dr. James Royston, Executive Director-Treasurer of the Baptist State Convention spoke briefly to the new trustees and then introduced Thomas A. Farr, Attorney with Haynsworth Baldwin Johnson & Greaves in Cary, who spoke on the subject, "Legal Issues." A period of dialogue with the audience followed the address.

In the afternoon session Dr. Frank R. Campbell, President of Gardner-Webb University in Boiling Springs spoke on the subject, "The Role of Trustee in a Baptist Institution." This was followed by two break-out sessions. Dr. Campbell led the session for Christian Higher Education trustees. Dr. Royston led the session for Christian Social Services and Agencies trustees.

2004 Trustee Orientation Committee

Luther Osment, *Sylva, Chairman*
R. Shawn Edwards, *Franklin*
Douglas James, *Kinston*
Bruce O. Martin, *Fayetteville*
Cecil D. Rhodes, Jr., *Wilson*
David Turner, *Statesville*
Ryland Whitehorn, *Arden*
Jeffrey Wisdom, *Matthews*

HISTORICAL COMMITTEE

The Historical Committee has met on two occasions during 2004 in fulfillment of its task, as delineated in Section II. E. 8 of the Convention's Bylaws. A third meeting is scheduled for the afternoon of November 16 in conjunction with the Convention's annual session.

An initial meeting was held on April 27 at the Baptist Building, Cary, with four of the twelve committee members present. Also present were Norman Jameson and Kay Bisette of the Convention's Public Relations and Resource Development Group who have been assigned as staff liaison and secretary, respectively, to the Historical Committee. Preliminary attention was given to placement of historical markers related to Baptist individuals/institutions/events of particular significance; recognition of Baptist churches who will celebrate significant anniversaries during 2004; and the reception/review of histories submitted for evaluation in the Committee's annual History Writing contest. Consideration was also given to appointment of a special committee charged with planning appropriate celebration of the 175th Anniversary of the Baptist State Convention in 2005, together with preliminary suggestions for ways we might best utilize "program time" for such an emphasis during the Convention session in 2005. Dr. Roy Jordan Smith, former Executive Director-Treasurer of the Convention, is to be invited to chair this special Anniversary Committee.

A second meeting was held at the Baptist Building on September 7, with four of the twelve members present, together with Mr. Jameson and

Mrs. Bissette. Also present were Dr. James H. Royston, Executive Director-Treasurer, Baptist State Convention, and Dr. Roy J. Smith, who had consented to serve as chair of the special committee noted above. Procedures were reviewed for identification/recognition of anniversary churches, evaluation of sixteen (16) entries which have been submitted for inclusion in the annual History Writing contest, and this Committee's report to the Baptist State Convention. Considerable time was then spent in discussion of the 175th Anniversary celebration, under the direction of Dr. Smith and Dr. Royston.

The final meeting of the Historical Committee for the current year is slated for 2:30 pm on Tuesday, November 16, in conjunction with the semi-annual meeting of the North Carolina Baptist Historical Society. The meeting place is the Pilot Mountain Baptist Association Resource Center, 1105 Long Drive, Winston-Salem. All persons interested in North Carolina Baptist history are cordially invited to attend this meeting.

*R. Hargus Taylor, Chairman
Historical Committee*

COMMITTEE ON COMMITTEES

The Committee on Committees report to the Convention contains the following information as required in the Bylaws and in this order: name of the nominee, church, resident membership over or under 400, hometown, association, occupation and gender.

Committee on Cooperation with General Baptists

David Joseph MacEachern, chair, Bat Cave (U), Bat Cave, Carolina, minister, male; Faye Oakley Bassett, Ephesus (U), Durham, Yates, CCM director, female; Ervin Edward Vogt, Hallsboro (U), Hallsboro, Columbus, minister, male.

Historical

John R. Woodard, chair, Germanton (U), Germanton, Pilot Mountain, retired, male; Margie S. Parker, Ridge Road (U), Cary, Raleigh, retired, female; Charles L. Paul, Murfreesboro (U), Murfreesboro, West Chowan, retired, male; Rick Stover, Mt. Vernon (O), Raleigh, Raleigh, minister, male.

Local Arrangements

Keith Fortenberry, chair, Old Town (O), Winston-Salem, Pilot Mountain, minister, male; Robert F. (Bob) Corirossi, Calvary (O), Winston-Salem, Pilot Mountain, retired, male; Paul T. Eckerd, Calvary (O), Winston-Salem, Pilot Mountain, physical therapist, male; Homer F. Greene, Cub Creek (U), Wilkesboro, Brushy Mountain, minister, male; Beverly B. Hamblen, College Park (O), Winston-Salem, Pilot Mountain, retired, female; Betty M. Martin, Southside (O), Greensboro, Piedmont, retired, female; Jonathan Rogers, Stanleyville First Baptist (O), Rural Hall, Pilot Mountain, minister, male; Rick Speas, Old Town (O), Winston-Salem, Pilot Mountain, minister, male; Ty Talton, Ardmore (O), Winston-Salem, Pilot Mountain, minister, male.

Memorials

Marion W. Powell, chair, Blackburn (U), Newton, Theron Rankin, retired, male; Victor C. Blackwell, Olive Branch (U), Roxboro, Beulah, minister, male; David E. Sechrist, Oak Ridge (O), Cana, VA, Surry, minister, male.

Nominations

Jeff Long, chair, Parkwood (O), Gastonia, Greater Gaston, minister, male; Pamela W. Blume, Mt. Vernon (O), Boone, Three Forks, businessperson, female; Dennis J. Conner, Cashie (O), Windsor, West Chowan, minister, male; Shirley Kool, Sylva First (O), Sylva, NC Miscellaneous, retired, female; Jesse W. Mooney, Jr., Coats (O), Coats, Little River, minister, male; Benny D. Worley, Gospel Center (U), Supply, Brunswick, minister, male.

Convention Program/Place and Preacher

B. Scott Davis, chair, Pitts (O), Concord, Cabarrus, minister, male; Kevin Clubb, Cape Carteret (O), Cape Carteret, Atlantic, minister, male; H. Earl Cobb, West Asheville (O), Asheville, Buncombe, retired, male; Steve Gouge, Southside (O), Mooresville, South Yadkin, minister, male; Wayne Key, Mt. Zion (O), Cherryville, Greater Gaston, minister, male.

Resolutions

Sherrill Wellborn, chair, Lewis Fork (O), Wilkesboro, Brushy Mountain, minister, male; Benjamin S. Gault, Jr., Pleasant Grove (U), Fayetteville, New South River, retired minister, male; J. Frank Shipp, Rose of Sharon (O), Hillsborough, Yates, businessperson, male; Steve Turner, Gate City (O), Greensboro, Piedmont, minister, male.

Trustee Orientation

Bruce Martin, chair, Village (O), Fayetteville, New South River, minister, male; Larry H. Burns, Mount Ruhama (O), Newton, South Fork, minister, male; Ron Gibson, Englewood (O), Rocky Mount, North Roanoke, minister, male; William L. Tomlinson, Arlington (O), Rocky Mount, North Roanoke, minister, male;

COMMITTEE ON NOMINATIONS

Campbell University

Kennieth S. Etheridge, Laurinburg First (U), Laurinburg, Pee Dee, attorney, male; Thomas Fleming, Tarboro First (O), Tarboro, South Roanoke, retired dentist, male; Carl W. Garrison, Lexington First (O), Lexington, Liberty, businessperson, male; James R. Garver, New Bern First (O), New Bern, Atlantic, retired, male; Colon S. Jackson, Dunn First (O), Buies Creek, Little River, minister, male; Doris P. Myrick, Lawndale (O), Greensboro, Piedmont, businessperson, female; Verna Bryan Respass, Jacksonville First (O), Jacksonville, New River, retired, female; Clyde J. Rhyne, Sanford First (O), Sanford, Sandy Creek, retired, male; James W. Rose, Benson (U), Benson, Johnston, businessperson, male; Mark A. Saunders, Mt. Pisgah (U) Holden Beach, Brunswick, businessperson, male; Edgar Thomas, Sr., Lexington First (O), Lexington, Liberty, retired, male; Clarence C. Willoughby, Tabor City (O), Tabor City, Columbus, retired, male.

Chowan College

Deborah B. Edwards, Meherrin (U), Murfreesboro, West Chowan, businessperson, female; Austine O. Evans, Ahoskie First (O), Ahoskie, West Chowan, retired educator, female; Wesley S. Hauser, Enon (U), East Bend, Yadkin, businessperson, male; Lawrence P. Hollister, Mount Hermon (U), Moseley, VA, Middle District, retired, male; James W. Mason, Harrelsville (U), Harrelsville, West Chowan, farmer, male; Brenda S. Tinkham, Mount Tabor (U), Murfreesboro, West Chowan, educator, female; Linda B. Weaver, Henderson First (O), Henderson, Cullom, businessperson, female; Jesse E. Vaughan, Meherrin (U), Murfreesboro, West Chowan, retired farmer, male; Richard S. Winstead, Calvary (O), Roanoke, VA, businessperson, male.

Gardner-Webb University

Frank V. Beam, Shelby First (O), Shelby, Greater Cleveland County, retired business executive, male; W. Andy Blanton, Forest City First (O), Forest City, Green River, businessperson, male; William M. Eubanks, Statesville First (O), Troutman, South Yadkin, physician, male; C. Lorance Henderson, Morganton First (O), Morganton, Catawba River, retired, male; J. Hayden James (2006 unexpired term of Ed Vick), Raleigh First (O), Raleigh, Raleigh, businessperson, male; Leland A. Kerr, Eastside (O), Shelby, Greater Cleveland County, minister, male; Thomas E. Philson, Providence (O), Charlotte, Baptist Metrolina, retired, male; James Edward Robbins, Race Path (U), Forest City, Sandy Run, retired, male; Wade Shepherd, Penelope (O), Hickory, Theron Rankin, retired, male; Dorothy A. Spangler, Double Shoals (U), Shelby, Greater Cleveland County, retired educator, female.

Mars Hill College

Sally P. Duyck, Asheville First (O), Asheville, Buncombe, retired, female; Charles Phillip Ginn, Boone First (O), Boone, Three Forks, superior court judge, male; Wayne Higgins, Weaverville First (U), Weaverville, Buncombe, businessperson, male; James L. Johnson, Rowland First (U), Rowland, Robeson, retired businessperson, male; William C. Mason, Hendricks Avenue (O), Jacksonville, Florida, educator, male; Harold L. McDonald, Albemarle First (O), Albemarle, Stanly, retired minister, male; Larry D. Rhodes, West Jefferson First (U), West Jefferson, NC Miscellaneous, retired businessperson, male; David B. Smith, Lenoir First (O), Lenoir, Caldwell, minister, male; James M. Stephens, Greenville First (O), Greenville, South Carolina, retired, male.

Wingate

Randy W. Calcutt, Aberdeen First (O), Southern Pines, Sandhills, businessperson, male; J. Dixon Free (2006 unexpired term of Grady Faulk), Lincolnton First (O), Lincolnton, South Fork, minister, male; Henry B. Gaye, Union Grove (U), Marshville, Union, retired, male; Jonathan A. (Don) Hill, Sr., Sardis (U), Charlotte, United, retired pharmacist, male; Joel Jenkins, Charlottesville First (O), Charlottesville, Virginia, minister, male; Russell C. Jones, Matthews First (O), Charlotte, Baptist Metrolina, businessperson, male; H. Joe King, Jr., Carmel (O), Charlotte, Baptist Metrolina, retired, male; Elizabeth H. Maddrey, Eden First (O), Eden, Dan Valley, homemaker, female; Larry Hilton McGougan,

St. Pauls First (O), St. Pauls, Robeson, businessperson, male; R. D. Tim Williams, Mill Creek (U), Monroe, Union, retired, male.

Baptist Hospital

Katy Boles, Knollwood (O), Winston-Salem, Pilot Mountain, businessperson, female; Stephen L. Robertson, Calvary (O), Mocksville, Pilot Mountain, businessperson, male; R. Michael Wells, Winston-Salem First (O), Winston-Salem, Pilot Mountain, attorney, male.

Baptist Foundation

Phyllis Elliott Elvington, Tabor City (O), Green Sea, SC, Columbus, teacher evaluator/speaker, female; William E. Lane, Woodhaven (O), Apex, Raleigh, retired, male; Ella Mae Nichols, Antioch (O), Taylorsville, Alexander, retired, female; Jack Sammons, Canton First (O), Clyde, Haywood, minister, male; Brinson Vestal, Kenansville (U), Kenansville, Eastern, retired US Navy, male.

Biblical Recorder

Joyce O. Bounds, Raeford First (O), Raeford, Robeson, retired educator, female; Reginald G. Dawkins, Boiling Springs (O), Shelby, Greater Cleveland County, retired, male; Carolyn D. Helms, Southern Pines First (O), Southern Pines, Sandhills, nursing professor, female; John S. Pond, Jr., Riverside (U), Ahoskie, West Chowan, minister, male.

Children's Homes

Raymond A. Blevins, North Wilkesboro First (O), Wilkesboro, Brushy Mountain, retired CPA, male; Wiley J. Doby, Ardmore (O), Rockwell, Pilot Mountain, School Superintendent, male; Gayla L. Freeman, Peninsula (O) Conover, South Yadkin, physician, female; James D. Goldston III, Bayleaf (O), Raleigh, Raleigh, investor, male; R. L. Maynard, Jr., Highland (O), Taylorsville, Theron Rankin, retired, male; Ellen Storey McClay, Memorial (O), Angier, Little River, school counselor, female; Angus W. Mercer, Candlewyck (U), Charlotte, Baptist Metrolina, retired, male; Joe C. Miller (2005 unexpired term of Tim Cannon), Boone First (O), Boone, Three Forks, artist, male; Douglas E. Murray, Wilson First (O), Wilson, South Roanoke, minister, male; Sybil B. Stewart, Berea (O), Sherrills Ford, South Yadkin, retired, female.

Council on Christian Life and Public Affairs

Chris Austin, Ridge Road (U), Raleigh, Raleigh, educator, male; Dean Beck, Rose Hill (U), Rose Hill, Eastern, minister, male; Kathleen Goodwin, Raleigh First (O), Cary, Raleigh, homemaker, female.

Retirement Homes

Jimmy Bass, Raleigh First (O), Garner, Raleigh, fund raiser, male; James H. Bearden, Oakmont (O), Greenville, South Roanoke, educator, male; Dan L. Gray, Kannapolis First (O), Concord, Cabarrus, retired, male; Barbara B. Pierce, Oakley (O), Asheville, Buncombe, businessperson, female; Bob Singletary, Greenwood Forest (O), Raleigh, Raleigh, businessperson, male.

General Board

Helen Alley, Highland (O), Hickory, region 8, retired, female; Ken Boaz, Boonville (U), Boonville, region 7, minister, male; Janet Brown (2005 unexpired term of Barbara Brock), Elizabeth (O), Shelby, region 8, businessperson, female; Gary Brummitt, Rock Spring (U), Henderson, region 4, minister, male; Maye Burchette, Macedonia (U), Ronda, region 7, businessperson, female; Tim Burgess, New Sandy Creek (O), Henderson, region 4, minister, male; Beverly B. Butler, Oak City (U), Oak City, region 2, businessperson, female; George H. Cagle, Mud Creek (O), Flat Rock, region 9, retired, male; Kenneth H. Dye, Waynesville First (O), Waynesville, region 9, retired, male; Raymond Earp, Calvary, (U), Beaufort, region 2, landscaper, male; Felicity Gordon, Parkway (U), Greensboro, region 5, retired, female; Pat Haigler, West Monroe (O), Marshville, region 6, businessperson, female; Lee Harris, Hocutt Memorial (O), Clayton, region 4, minister, male; Lana C. Hathaway, Peninsula (O), Mooresville, region 8, businessperson, female; James F. Hendrix, Peachtree Memorial (U), Murphy, region 10, pharmacist, male; Gerald Hodges, Westwood (O), Roxboro, region 4, minister, male; Billy Honeycutt, Rutherfordton First (O), Rutherfordton, region 8, minister, male; Barbara M. Johnson, Brevard First (O), Brevard, region 9, retired nurse, female; Terry M. Larsen, Calvary (O), Greensboro, region 5, minister, male; Charles Ledford (2007 unexpired term of Michael D. Smith), New Morgan Hill (O), Candler, region 9, retired, male; Paul Wesley Noe, Etowah (O), Etowah, region 9, minister, male; Robert L. Phelps (2006 unexpired term of Penny Davis), Sandy Run (U), Roxebel, region 1, businessperson, male; Buddy Pigg, Mount Harmony (O), Indian Trail, region 6, minister, male; Arnold Ray Potter, Sunset Park (O), Wilmington, region 3, optician, male; Steve Reeves, Iotla (O), Franklin, region 10, minister, male; Harvey G. Sharpe (2006 unexpired term of Patricia Roberts), West Burnsville (U), Burnsville, region 9, minister, male; Wendell Stokes, Mount Harmony (O), Timberlake, region 4, minister, male; Reba Stone, Wallace First (O), Wallace, region 3, retired, female; John Tagliarini

(2005 unexpired term of Jim Dean), Bryson City First (U), Bryson City, region 10, minister, male; Michael Thomas, Woodland Hills (O), Weaverville, region 9, retired, male; Raiford Troutman, Crosspointe (U), Concord, region 6, businessperson, male; David (Eddie) Trull, Holly Springs (U), Franklin, region 10, minister, male; Ronald E. Varner, Falling Creek (U), Goldsboro, region 2, minister, male; Sylvia P. Vestal, Kenasville (U), Kenansville, region 3, homemaker, female; William A. (Bill) Wallace, Pilot (U), Youngsville, region 4, retired minister, male; Royce E. Williams, Arlington (O), Rocky Mount, region 2, minister, male; Dan B. Wortman, Lenoir First (O), Lenoir, region 7, retired, male.

MEMORIALS COMMITTEE

The Memorials Committee met at Brookridge Retirement Home on September 9, 2004. Recommendations from the Committee and other sources were reviewed. In accordance with our stated responsibilities, and in grateful appreciation for their service to the Kingdom of God and North Carolina Baptists, your Committee offers the following report regarding persons to whom the 2004 annual will be dedicated and those who will be listed on the "In Memoriam" page of this year.



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